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IDENTIFIERS	*Building Workers Entering Skill Trades Project; Portland Community College OR

ABSTRACT

The B-WEST (Building Workers Entering Skilled Trades) project was an 18-month demonstration project at a campus of Portland Community College (Oregon). During the B-WEST project, the following programs/components were developed: (1) a model building construction (electrical, mechanical, construction) trades program for unemployed and underemployed men and women, including persons requiring bilingual assistance in Spanish and English; (2) a program emphasizing the masonry trades and directly involving certified masonry trainers, joint apprenticeship and training councils, area training agents, and the Oregon Bureau of labor and industry; (3) a program to train employers to manage a diverse work force; and (4) a regional demonstration center for Oregon and Washington community colleges, high schools, and other training organizations offering technical education. All of the project objectives were met successfully, and some were significantly exceeded. Interviews of B-WEST instructors and a survey completed by 27 B-WEST students indicated that the program helped students master the skills needed for employment in the construction industry. Students did, however, request more tools and materials for the electrical program and more hands-on instruction. (Appended are a third-party evaluation report, a program outcomes analysis, and sample materials from the B-WEST student tracking database.) (MN)

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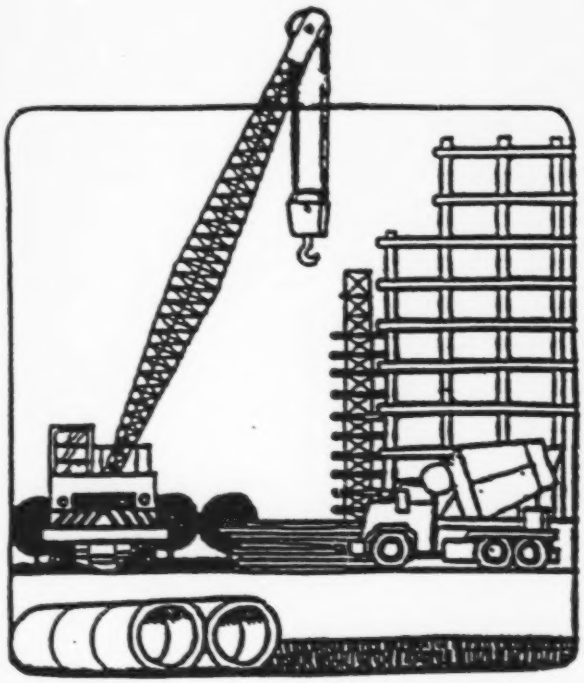
ED 362 775

B-WEST Regional Workforce Training Center

Building Workers Entering Skilled Trades



Final Report

Submitted to the U.S. Department of Education
August 31, 1993

Portland Community College

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

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Many thanks from the B-WEST Staff to all of the individuals who have contributed to the success of the B-WEST project.

Bill Beer,	*Community Trainer*
Marie L. Benedetti,	*Secretary, Industry Community Training Center*
Dick Burchell,	*Manager, Student Instruction*
Charlie Christensen,	*Construction Instructor*
Marcia Fay Cobb,	*Secretary to the Director*
Barbara Gilmore,	*Physical Education Instructor*
Dan Jones,	*Toolroom Technician*
Sylvia Martinez,	*Technical Learning Skills Instructor*
Cathy Merritt,	*Counselor*
James Moore,	*Job Developer*
Priscilla Orozco,	*Recruiting/Orientation Specialist*
Nerva Pfund,	*Secretary, Student Instruction*
Gail Smith,	*Director, B-WEST*
Jennice Taylor,	*Recruiting/Orientation Specialist*
Sharon Teeple,	*Manager, Industry & Community Training Center*
Bob Topping,	*Electrical/Mechanical Instructor*
Greg Williams,	*Recruiting/Orientation Specialist*

Final Report

B-WEST
(Building Workers Entering Skilled Trades)
Regional Workforce Training Center

Carl D. Perkins Title III
Cooperative Demonstration Program
Building Trades

Term of Project:
September 1, 1991 - August 31, 1993

Funding Amount:
$1,349,167

Final Report Submitted to:

Dr. Thomas White
Office of Vocational and Adult Education
U.S. Department of Education
Switzer Building, Room 4512
400 Maryland Avenue, S.W.
Washington, D.C. 20202-7242
(202) 732-2374

Final Report Submitted by:

Gail Smith
B-WEST Project Director
Rock Creek Campus
Portland Community College
P.O. Box 19000
Portland, Oregon 97219
(503) 244-6111 x7260

Betty Duvall
Executive Dean
Rock Creek Campus
Portland Community College
P.O. Box 19000
Portland, Oregon 97219
(503) 244-6111 x7267

U.S. DEPARTMENT OF EDUCATION
WASHINGTON, D.C. 20202

GRANTS AND CONTRACTS SERVICE

GRANT AWARD NOTIFICATION

1 RECIPIENT NAME

PORTLAND COMMUNITY COLLEGE
ROCK CREEK CAMPUS
P.O. BOX 19000
PORTLAND, OR 97219

2 PROJECT TITLE

BUILDING WORKERS ENTERING SKILLED TRADES
REGIONAL TRAINING CENTER - B-WEST

3 PROJECT STAFF

RECIPIENT PROJECT DIRECTOR

BETTY DUVAUL 503-244-6111

EDUCATION PROGRAM STAFF

RICHARD F. DICOLA 202-205-9962

EDUCATION GRANTS STAFF

JUANITA BOWE 202-708-8461

4 AWARD INFORMATION

PR/AWARD NUMBER	V199C10008-91
ACTION NUMBER	02
ACTION TYPE	ADMINISTRATIVE
AWARD TYPE	DISCRETIONARY

5 AWARD PERIODS

BUDGET PERIOD	09/01/91 - 08/31/93
PROJECT PERIOD	09/01/91 - 08/31/93

6 AUTHORIZED FUNDING

BUDGET PERIOD	1,349,167
PROJECT PERIOD	1,349,167
RECIPIENT COST SHARE	25%

7 ADMINISTRATIVE INFORMATION

PAYMENT METHOD	ED PMS
ENTITY NUMBER	1-930575187-A1
REGULATIONS	EDGAR, AS APPLICABLE 34 CFR 412
ATTACHMENTS	

8 LEGISLATIVE & FISCAL DATA

AUTHORITY: CARL D. PERKINS VOCATIONAL EDUCATION ACT OF 1984
PROGRAM TITLE: COOPERATIVE DEMONSTRATION PROGRAM(BUILDING TRADES) CFDA 84.199C

9 TERMS AND CONDITIONS OF AWARD

THE RECIPIENT IS REQUIRED TO PAY THE PERCENTAGE OF TOTAL PROJECT COSTS SHOWN IN BLOCK 6.

THE RECIPIENT'S PROJECT DIRECTOR IS CHANGED TO THE PERSON NAMED IN BLOCK 3.

THE DEPARTMENT OF EDUCATION PROGRAN STAFF MEMBER FOR THIS PROJECT IS CHANGED TO THE PERSON NAMED IN BLOCK 3.

THE BUDGET PERIOD FOR THIS PROJECT IS CHANGED TO THE DATES IN BLOCK 5. NO ADDITIONAL FUNDS ARE PROVIDED BY THIS ACTION.

THE PROJECT PERIOD FOR THIS PROJECT IS CHANGED TO THE DATES SHOWN IN BLOCK 5. NO ADDITIONAL FUNDS ARE PROVIDED BY THIS ACTION.

Constance M. Tynes Mar. 15, 1993

CONSTANCE TYNES
GRANTS OFFICER

DATE

Ver. 2

5

ED - GCS 007 (11/88)

PLEASE SEE OTHER SIDE FOR MORE INFORMATION

FOR DISCRETIONARY, FORMULA, AND BLOCK GRANTS
(See Block 4 of the Notification)

1. **RECIPIENT NAME** - Legal name of the recipient, name of the primary organizational unit that will undertake the funded activity, and the complete address of the recipient. The recipient is commonly known as the 'grantee.'

*2. **PROJECT TITLE** - A brief description of the project that includes the Catalog of Federal Domestic Assistance (CFDA) title and/or the project title as shown on the grant application form, the date(s) of the application, and any negotiated amendments.

*3. **PROJECT STAFF** - This block contains the names and telephone numbers of the U.S. Department of Education and recipient staff who are responsible for project direction and oversight.

***RECIPIENT PROJECT DIRECTOR** - The recipient staff person responsible for administering the project. This person represents the recipient to the U.S. Department of Education.

***EDUCATION PROGRAM STAFF** - The U.S. Department of Education staff person responsible for the programmatic concerns of the Department.

***EDUCATION GRANTS STAFF** - The U.S. Department of Education staff person responsible for the administrative and business-management concerns of the Department.

4. **AWARD INFORMATION** - Unique items of information that identify this notification.

PR/AWARD NUMBER - A unique, identifying number assigned by the Department to each application. On funded applications, this is commonly known as the 'grant number.'

ACTION NUMBER - A numeral that represents the cumulative number of steps taken by the Department to date to establish or modify the award through fiscal or administrative means. Action number '01' will always be 'NEW AWARD.'

ACTION TYPE - The nature of this notification (e.g., NEW AWARD, CONTINUATION, REVISION, ADMINISTRATIVE).

AWARD TYPE - The particular assistance category in which funding for this award is provided, i.e., DISCRETIONARY, FORMULA, or BLOCK.

5. **AWARD PERIODS** - Project activities and funding are approved with respect to two different time periods, described below:

BUDGET PERIOD - A specific portion of time for which Federal funds are being provided from a particular fiscal year to fund a recipient's approved budget. The start and end dates of the budget period are shown.

PROJECT PERIOD - The complete length of time for approved activities, from the start date of the first budget period to the projected end date of the final budget period. A project period may contain one or more budget periods.

6. **AUTHORIZED FUNDING** - The dollar figures in this block refer to the *Federal* funds provided to a recipient during the award periods.

***THIS ACTION** - The amount of funds obligated (added) or de-obligated (subtracted) by this notification.

***CARRY-OVER** - The amount of funds, remaining from the previous budget period, that are authorized by the Grants Officer for use in the current budget period. This item does not appear on all notifications.

***BUDGET PERIOD** - The total amount of funds of all obligations during the stated budget period, plus any authorized carry-over.

***PROJECT PERIOD** - The amount of funds obligated from the start date of the first budget period to this date. This amount does *not* include carry-over.

RECIPIENT COST-SHARE - The funds, expressed as a percentage, that the recipient is required to contribute to the project, as defined by the program legislation or regulations and/or the terms and conditions of the award.

7. **ADMINISTRATIVE INFORMATION** - This information is provided to assist the recipient in completing the approved activities and managing the project in accordance with U.S. Department of Education procedures and regulations.

PAYMENT METHOD - The means by which Federal funds are transferred to a recipient's account. *Most* grants are paid through the U.S. Department of Education Payment Management System (EDPMS).

ENTITY NUMBER - A unique, identifying number that the Department assigns to each recipient for payment purposes. The number is based on the recipient's Internal Revenue Service tax identification number.

***REGULATIONS** - The parts of the Education Department General Administrative Regulations (EDGAR) and specific program regulations that govern the award and administration of this grant.

***ATTACHMENTS** - Additional sections of the Grant Award Notification that discuss payment and reporting requirements, explain Department procedures, and add special terms and conditions in addition to those established in Block 9 of the award. Any attachments provided with a notification continue in effect through the project period until modified or rescinded by the Grants Officer.

8. **LEGISLATIVE AND FISCAL DATA** - This block gives the name of the authorizing legislation for this grant, the CFDA title of the program through which funding is provided, and U.S. Department of Education fiscal information.

APPROPRIATION, FY, CAN, OBJECT CLASS - The fiscal information recorded by the U.S. Department of Education accounting system to track obligations by award.

AMOUNT - The amount of funds provided from a particular appropriation and common accounting number (CAN). Some notifications authorize more than one amount from separate appropriations and/or CANs. The total of all amounts in this block equals the amount shown on the line, 'THIS ACTION' (see 'AUTHORIZED FUNDING' above (Number 6)).

9. **TERMS AND CONDITIONS OF AWARD** - Requirements of the award that are binding on the recipient.

***GRANTS OFFICER** - The U.S. Department of Education official authorized to award Federal funds to the recipient, establish or change the terms and conditions of the award, and authorize modifications to the award.

FOR FORMULA AND BLOCK GRANTS ONLY:
(See also Numbers 1, 4, 5, & 8 above)

2. **PROJECT DESCRIPTION** - A brief statement that identifies the date of the application, the Catalog of Federal Domestic Assistance (CFDA) title, and any amendments.

3. **EDUCATION STAFF** - The U.S. Department of Education staff persons to be contacted for programmatic and payment questions.

6. **AUTHORIZED FUNDING**

CURRENT AWARD AMOUNT - The amount of funds that are obligated (added) or de-obligated (subtracted) by this action.

PREVIOUS CUMULATIVE AMOUNT - The total amount of funds awarded under the grant before this action.

CUMULATIVE AMOUNT - The total amount of funds awarded under the grant, this action included.

7. **STATE APPLICATION IDENTIFIER (SAI) NUMBER** - A twelve-character number assigned by a state clearinghouse to applications that require state review or that are covered by Executive Order 12372.

9. **TERMS AND CONDITIONS OF AWARD**

AUTHORIZED OFFICIAL - The U.S. Department of Education staff person authorized to award Federal funds to the recipient, to establish or change the terms and conditions of the award, and to authorize modifications to the award.

* This item differs or does not appear on formula and block grants.

GPO 936-098

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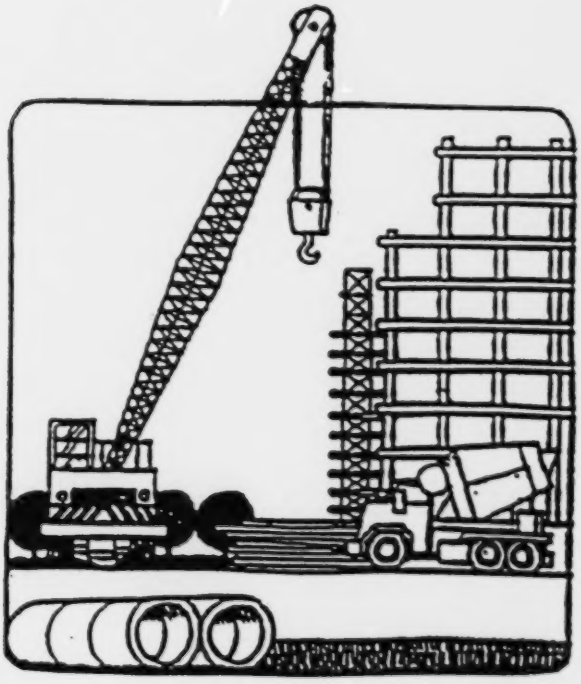
Cement Masonry
"Your Foundation for a Strong Career"
Plastering
"Your Foundation for a Strong Career"
Compilation: Cement Mason's, Plastering, Bricklaying
"Your Foundation for a Strong Career"

B-WEST DIRECTOR'S FINAL REPORT



DIRECTOR'S FINAL REPORT

On September 1, 1991, Portland Community College received an 18 month demonstration project grant from the U.S. Department of Education in the amount of $1,349,169 to establish a regional workforce training center, B-WEST (Building Workers Entering Skilled Trades). The B-WEST Project was located at the Rock Creek Campus of Portland Community College, with a satellite office established at the Bureau of Apprenticeship and Training in the Bureau of Labor and Industries, as the B-WEST Industry/Community Training Center, for the purpose of conducting job development, employer and trainer training, and information dissemination throughout Oregon and Washington.

The B-WEST Project expanded the B-FIT (Building Futures in Industry and Trades) Program, funded by the U.S. Department of Education in 1988, in four ways:

1. Development of a model building construction trades program (electrical, mechanical, construction) for both unemployed and underemployed men and women, including special bi-lingual assistance in Spanish and English.

2. A program with emphasis on the masonry trades (cement masons, bricklayers, plasterers), with direct involvement of certified masonry trainers, Joint Apprenticeship and Training Councils, Area Training Agents, and the Oregon Bureau of Labor and Industry.

3. A program component in employer/management training for managing a diverse workforce.

4. Development of a regional demonstration center for Oregon and Washington community colleges, high schools, and other training organizations which offer technical education.

As of August 31, 1993, all of the projected outcomes set forth in the B-WEST Grant narrative have been accomplished; many have far exceeded the original goals. The purpose of this final report is to summarize the grant goals and outcomes, make recommendations regarding future projects, and present the documents and program replication materials that accompany this report, for further dissemination. In addition to the nine program components that are covered in this report, (See Table of Contents), also included are a quantitative Outcomes Analysis, Third Party Final Evaluation, conducted by Oregon State University Alliance for Program Improvement, and a Participant Tracking Data Base Sample.

Accompanying the report are the following program replication materials:

Program Development Guide
Curriculum Guide
Employer Training Guide

Mentorship Program Guide
Five training video tapes (See Table of Contents)

GENERAL CONCLUSIONS AND RECOMMENDATIONS

Grant Development and Implementation:

- A minimum of two training sessions for Project Directors are extremely helpful for successful start-up, and establishing an effective communication network with similar projects and Department of Education grant administrators.

- Demonstration project length needs to be a minimum of three years, and ideally five years to allow for adequate start-up, completion of objectives, tracking of outcomes for a significant evaluation of success, production and distribution of professional dissemination materials, and project transition or closure.

- Grant budget needs to allow for designated equipment purchase as part of the initial or revised budget request if that instructional or administrative equipment is essential to accomplishment of grant outcomes and cannot be provided by the host organization.

- Grant budget needs to allow for designated meeting expenses for coffee and refreshments for advisory committee meetings, industry/community training sessions, program development conferences, and on-site visitations that involve regional and national information dissemination.

- It was extremely helpful to have our DOE grant administrator, Dr. Tom White, visit our project site. Our overall communication with Dr. White, Dr. Juanita Bowe, and the Department of Education has been excellent, and has supported the smooth implementation of our grant.

Targeting/Recruitment/Evaluation/Inclusion of Students:

Our grant mission was to target and recruit women and men from underserved populations, who were unemployed or underemployed, and who would benefit from the B-WEST Training Program. By design, we did not establish percentage target numbers for designated minority/ethnic populations, rather focused our efforts on recruiting the broadest possible representation of individuals.

Overall program recruiting efforts resulted in 71% female program enrollment and 29% male program enrollment. Thirty one (31%)percent of all students were ethnic minorities, representing eight ethnic categories. The 31% participation of ethnic minorities is significant in that it represents more than double the minority demographics of the Portland Metropolitan area, which is 15%. Oregon has a statewide minority population of 1.6%.

- After compiling raw data on 350 program participants, we have concluded that there is a wealth of information useful to future studies beyond the scope of this demonstration project. To be able to actively use data collected to impact program development, we recommend that future projects allow for at least two additional years of student outcome tracking, evaluation, and implementation of findings.

- To increase successful student outcomes we recommend that very clear guidelines/profiles be established for pre-employment, pre-trades/apprenticeship training. The guidelines that we developed for determining the readiness of an individual to benefit from our training program have been quite effective, but we believe can be improved upon by using collected data to establish a comprehensive profile of the individual who is most responsive and will benefit the most from this type of training program.

Program Delivery

The B-WEST curriculum and program delivery is still traditional in its timing and organization, as it was designed to fit within the credit guidelines and academic structure of Portland Community College. This greatly benefits the students in that they are earning documented academic credit toward an Associate Degree or Certificate in Building Construction Technology, and are eligible for Federal Financial Aid to assist them in paying tuition. As registered, credit-earning students, they become full participants in the college mainstream, which further opens the door for advanced studies and changes the negative image many have about education.

- We have concluded that successful program participants need to fall within a certain academic range to be able to follow the fast-paced curriculum delivery, without needing significant personal tutoring, beyond the budgeting and staffing ability of most educational institutions.

- The training programs could serve a broader range of students more successfully if re-organized into a true competency-based, self-paced program with longer time to complete. The B-WEST competency-based curriculum is moving forward on the college three year timetable to accomplish this goal.

Job Development/Placement

We strongly believe that successful pre-trades employment training programs must be actively participating in developing job opportunities at the state and local economic development level as well as with individual employers. In addition, there must be individual staff assistance to program participants to develop personal multi-level employment plans.

- The multi-level employment plan needs to include a personal plan for long-range employment and career advancement, a personal skills entrance plan, and strategies for employment; interim, internships, apprenticeships, multiple

placements.

- The Student, the Instructor, the Placement Specialist, and the Job Developer all need to be active participants in developing the employment plan.

- Professional mentorships need to be established to assist program graduates with retention in trades occupations, especially during the first two critical years following training.

- A regional Clearinghouse for employment opportunities needs to be established to assist employers and program graduates with a continuous network of employment opportunities and a formal way to connect with each other.

Student Retention/Support Services

The single most challenging and growing issue affecting student retention is not academic and technical skills, but financial and material resources for individual students. B-WEST and its community, industry, and government partners have strained to keep up with the need through scholarships, need grants, emergency loan funds, tuition waivers, stipends from local service agencies, and interagency cooperation and agreements.

- We recommend that projects focus on smaller numbers of students/trainees, provide larger support services and set a standard of higher expectations for successful student outcomes.

Employer/Management Training

We recognize that the link to long-term employment is the workplace environment, which is affected by all employees from the Owner/CEO to the line supervisors and field staff.

- We recommend working with employers as part of the training team. It is not effective to only train program participants how to adapt to and survive in the workplace.

- It is important to identify which employers are acting in good faith, and which will exploit program graduates for affirmative action minimum requirements only.

- Employer participation in student training and in employer/management training increases opportunities for employers to appreciate the skills of the program graduates, as well as positively affect the employer's workplace environment.

- Future projects should include expanded professional mentorship, employment tracking, and employer/employee training components.

Trainer Training/Replication

Overwhelming numbers of industry, education, and community organizations and individuals, local, regional, national, and even international,(see B-WEST Outcomes Analysis), have requested replication information, technical assistance, and site visitations, demonstrating a clear need for a local/regional/national/international Clearing House of information and training network.

- We recommend that future projects be developed to establish a pro-active clearinghouse and trades training and employment network.

B-WEST Project Continuation/Transition

The B-WEST Project and its predecessor, B-FIT (Building Futures in Industry and Trades), established and continued since 1988, have had a tremendous impact on the community, the trades, and the way that Portland Community College is now viewing its on-going and future technical education programs and student success strategies. As a direct result of the B-WEST Project the following continuation projects are underway in the community.

- Oregon Department of Transportation (ODOT) has funded a three-year follow-on project in the amount of $400,000, linked to the B-FIT/B-WEST instruction program, that will fund job development, employer training, mentorship for graduates, and direct support for program participants.

- The National Tradeswomen Network (NTN) will be implementing the national professional mentorship model developed in partnership with B-WEST and Oregon Tradeswomen Network,(OTN).

- Portland Community College is developing a proposal to the Fred Meyer Foundation and Oregon businesses to fund a five year, multi-million dollar partnership to build a college infrastructure that supports the targeting, recruiting, retention, job development and educational/professional mentorships for underserved populations.

- The TRI-MET Light Rail Project, recently awarded $500,000,000 for commuter light rail construction, with technical assistance from the B-WEST staff, has adopted a plan for including women, minorities, and underserved Oregon residents in apprenticeship training positions, and established a clearinghouse for on-going employment opportunities.

- The ANEW (Apprenticeship and Non-traditional for Women) Program in Renton, Washington, hired the B-WEST Economic Job Developer to successfully work with the Port of Seattle to establish a Clearinghouse for apprenticeship and employment, based on the TRI-MET model.

Work Organization/Personnel/Leadership

The most important factor in the success of the B-WEST Project is the high quality of

the staff, teachers, administrators, and community/industry partners who played a key role, and who were wholly committed to the success of the project. Following are our recommendations for developing a high performance work organization which are absolutely essential for success in any collaborative project:

- Hire or assign staff who represent the full range of diversity among program participants and partners.

- Develop and advocate for non-traditional job descriptions that allow staff to do what is needed.

- Take the holistic approach to work organization as well as the training program itself. This means using a team approach rather than hierarchal system to getting work accomplished. This also means cross-placing staff in other campus divisions to create more internal collaborations, and reduce the isolation common to most "special" projects.

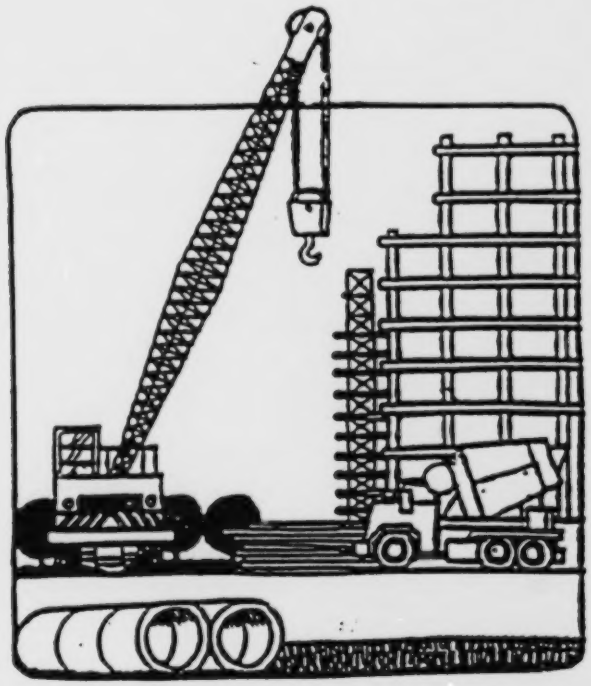
- Develop and maintain strong, mutually supportive associations with external organizations, who also represent the full range of diversity among program participants and partners.

- Strongly promote attitudes that support successful collaboration:
  - Openness to new ways of doing business.
  - Laying down turf struggles.
  - Willingness to take risks.
  - Persistence.
  - Understanding the organizational culture and constraints of each partner, and working in a positive way to deal with them.

This concludes the Director's Final Report. The B-WEST Grant final budget/accounting documents will be issued from the Portland Community College Grants/Contracts Accounting Office after the closing of the current 90 day accounting cycle. The continuation of this report on the following pages covers the detailed outcomes and conclusions for each program component.

Submitted by: Gail Smith
Director, B-WEST Regional Workforce Training Center
August 31, 1993

B-WEST PROGRAM COMPONENTS



B-WEST Program Component #1: Outreach/Recruitment

Direct recruitment of participants and information dissemination describing B-WEST/B-FIT services was conducted by program recruiters. Special efforts were made to recruit unemployed and underemployed women and men who are under-represented in the trades. A public relations campaign was initiated several months prior to each training cycle in order to create a favorable outreach climate.

B-WEST Outcomes

Public relations campaigns consisting of T.V., radio interviews, newspaper articles, brochures, flyers, community orientations, career fairs, videotapes and home visits were initiated prior to each training cycle to create a pool of qualified applicants for recruitment into the B-FIT/B-WEST programs. Direct recruitment efforts led to applicants contacting both the B-WEST and B-FIT programs via walk-in visits, phone calls, home visits, and attendance at program orientations. It also resulted in referrals from churches, high schools, women's organizations, minority organizations, and other community based organizations, as well as individual referrals from advisors, caseworkers, and instructors.

Of the total of 749 individuals who received program information via the public relations campaign, 273 (36%) attended orientation sessions and 204 (75%) of those entered B-WEST/B-FIT training. Out of the 204 who entered training, 63 (31%) were minorities and 144 (71%) were female. Also of the 204 who entered training, 139 (68%) completed the training program and 12 (6%) were employed while still enrolled in the program for an overall training success rate of 74%.

Findings and Conclusions

Based on the success in recruiting women and minorities for B-WEST and B-FIT training programs, a recruiting video for non-traditional programs was made to be used as a model for Portland Community College and for program replication training.

As a result of the recruiting campaign, the B-WEST/B-FIT programs have established a list of organizations that consistently refer qualified applicants who have expressed interest in this type of training program. Please refer to the Program Development Notebook for that complete list.

B-WEST Program Component #2: Orientation/Intake/Referral

The program areas of Orientation, Intake, and Referral are very closely interrelated and are thus considered together.

Orientation

The purpose of the orientation was to assess the client's readiness to enter and complete the program successfully. The orientation also provided sufficient information to the individual to determine whether she/he wished to pursue an apprenticeship or other industrial career. Thus it served as a self-selecting mechanism to allow the student to make a decision about attending the training program.

Intake

Having attended an orientation, the individual then determined if she/he was interested in pursuing training in the B-WEST/B-FIT programs. If so, an interview was scheduled with the recruiter and other program staff members. Prior to the interview, the applicant completed an application form which provided information on employment, education, and related experience history, as well as a financial plan to carry through the entire training cycle. If the applicant met federal financial aid guidelines, she/he was eligible to apply for financial aid, specifically the Pell grant, through the regular college financial aid program.

Referral

For various reasons some applicants were not prepared to enter into B-WEST/B-FIT programs immediately. Those applicants were counseled on how to better prepare themselves for the programs and then referred to the appropriate services to help them overcome whatever barriers they faced, whether educational, financial, or personal.

B-WEST Outcomes

Because the B-WEST/B-FIT programs were operated as closely as possible to the construction trades working environment, certain qualifications were established to evaluate the readiness of potential candidates to enter training. Applicants who met the following basic qualifications were considered to have a reasonable chance to succeed in the program:

1. Good overall health and physical condition.
2. A demonstrated background in or aptitude for non-traditional work.
3. A commitment to overcoming identified barriers and completing the B-WEST/B-FIT program.
4. A commitment to seeking a paid work assignment or continuing education at the completion of training.
5. Interest in trades occupations.
6. Ability to function in English.
7. Good overall employability potential.

Orientation/Intake/Referral, p. 2

In evaluating education level upon entry into the program, we initially accepted all applicants at any education level if the results of our testing indicated they had sufficient math and reading ability to be successful in the program. We then recommended additional instruction in GED or Alternative Learning Center programs to assist them. Prior to the beginning of the second B-WEST cycle we made the decision to accept only students who already had at least a High School diploma, GED equivalent, or would complete the GED requirements prior to program completion. This decision was based on a trend for employers to accept only applicants with this minimum education level and on the overwhelming number of apprenticeship standards requiring at least a GED for entry.

Findings and Conclusions

We believe that the orientation process has a very important, perhaps critical, relationship to success in the program. We have experienced that successful completion of program training, the individual's ability and desire to become employed, and ultimately, retention in the workforce is directly linked to the in-depth orientation process. If the individual is assisted either to adequately prepare to enter the program right away, or to postpone entry and prepare personally, academically, or financially prior to entry into the program, a greater chance for success is assured.

The basic qualifications established appear to have assured students a reasonable chance for success. Additionally, the added education requirements for the second B-WEST cycle proved to significantly improve the employability of the graduates.

LIST OF KEY COOPERATING/REFERRAL AGENCIES

Note: See Program Development Notebook for complete list.

Dislocated Worker Project

Job Corps Program

New Directions Center, Portland Community College

Oregon Adult and Family Services Division

Oregon Bureau of Labor and Industry, Apprenticeship Division

Oregon Human Development Corp., Adult Farm Worker Program

Oregon Tradeswomen Network

The Private Industry Council, Oregon and Washington

Steps To Success Program

The Boys and Girls Aid Society of Oregon

Women in Transition Program

B-WEST Program Component #3: Skills Training Program

The six-month skills training component consisted of 12 identified skill areas including Introduction to Applied Construction, Introduction to Electrical Trades, Introduction to Mechanical Trades, Introduction to Masonry Trades, Applied Cement Masons Trade, Basic Trades Math, Orientation to Vocational Training, Targeting Skilled Trades Occupations, Contemporary Worksite Issues, Health and Fitness for Industry, CPR/First Aid, Introduction to Microcomputers, Welding, and Transitional Worksite Training. Optional specialty courses were also available for Applied Brick Mason/Tile Setters Trade and Applied Plasterers Trade. Total time for each skill area is identified on the attachment to this section. Training was conducted approximately 7 hours per day, 5 days per week, for two terms (quarters).

B-WEST Outcomes

Technical Training

The technical courses covered carpentry, electrical, mechanical, masonry, math, microcomputers, welding, CPR/First Aid, and transitional worksite training. Given the time constraints, all courses were necessarily introductory or pre-apprenticeship level. Together, they represent a very comprehensive introduction to the technical aspects of a broad range of construction trades and a basis for gaining the added knowledge that only experience and repetition can bring.

During the second B-WEST training cycle a tremendous opportunity was presented to demonstrate the effectiveness of site-based instruction. The opportunity was presented for the B-WEST students to construct a 20 x 30 ft. commercial grade pole building to be used as a fire engine bay by a local fire agency. The project site was only about two miles from the campus where instruction normally was conducted and the fire agency agreed to provide a method of transportation to and from the site. The agreement worked out with the fire agency allowed us to do any types of jobs that fit our training objectives. As a result the students were able to participate in and receive hands-on experience in everything from site preparation through installation of underground utilities, pouring foundation and floor, framing, roofing, installing siding, installing windows and doors, installing site drainage, landscaping, and asphalting the driveway. The instructors involved the students in every aspect of the process, including the planning, cost evaluation, plans development, plan change orders, scheduling, everything.

Career Training

The career courses included Orientation to Vocational Training, Targeting Skilled Trades Occupations, Contemporary Worksite Issues, and Health and Fitness for Industry. Together they helped the student to understand the trade options available, to understand working conditions in the trades, to develop the necessary strength and endurance to work in the trades, and they prepared the student to apply successfully for apprenticeships and jobs in the selected trades.

The Orientation to Vocational Training course gave the student an overview of all construction trades. The Targeting Skilled Trades Occupations prepared the student to successfully complete the job application process including job search, application, oral interview, and follow-up procedures. The Contemporary Worksite Issues course prepared the student to

understand working conditions, manage stress, deal with communications issues and potential hazing, harassment, or discrimination, and generally develop a proper work ethic. Together, all of these courses helped the students to address employment barriers and put their life in order to permit them to be successful once they were employed.

The Health and Fitness for Industry training is a critical part of the holistic approach to training for careers, not just jobs. The first term concentrated on improving the fitness level and endurance of the student. The second term involved individual prescription training tailored to the personal and occupational needs of each student.

Findings and Conclusions

Technical Training

We have concluded that the technical training courses are well organized and comprehensive. Feedback from apprenticeship committees, transitional worksite job supervisors, employers, and program graduates indicates that the technical training program prepared the students well for the transition from training classes to the job site. Our program graduates have fared well in that very critical 60 to 90 day period at the beginning of a new job when the most layoffs and resignations occur.

Apprenticeship committees have agreed to accept our graduates ahead of other applicants because of the comprehensive training they have completed and to give advanced standing in the related training area. Employers tell us that our graduates have a comprehensive knowledge that few applicants possess.

The site-based instruction project resulted in the best possible construction training experience that is available - live construction work. During the course of this project, approximately 2 months, student absenteeism was minimal, enthusiasm and morale were high, and the instructors had no difficulty getting volunteers to come out whenever there was some extra work to be done, even on weekends.

Career Training

According to employers of our graduates, they are better prepared to enter the workforce than most applicants that they see for jobs or for apprenticeship positions. Our graduates understand the structure of the workforce and the salary structure much better that most applicants. Overall, B-WEST and B-FIT graduates have their life and their priorities in order and are better prepared to go to work immediately when they apply for a position.

B-WEST

CURRICULUM COVERAGE
(in hours)

DESCRIPTION	FIRST TERM	SECOND TERM MECH. OPT.	SECOND TERM MAS. OPT.	COMBINED MECH./MASON.
Applied Construction	80	100	80	180/160
Applied Electrical	80	0	0	80/80
Applied Mechanical	0	80	60	80/60
Building Trades Math	20	0	0	20/20
Masonry	50	0	50	50/100
Welding	0	20	20	20/20
Computer Basics	20	0	0	20/20
Work Zone Traffic Control	5	0	0	5/5
CPR/First Aid	10	0	0	10/10
Transitional Worksite Training	0	40	40	40/40
Career Development Courses	30	30	30	60/60
Health/Physical Fitness	50	50	50	100/100
TOTALS	345	320	330	665/675

B-WEST Program Component #4: Competency Development/Measurement/Tutoring

The area of competency development/measurement encompasses two processes: first is the assessment of student level upon entry into the program, and second is the specific objectives and competency measures for each training skill area.

In the first process, potential students complete basic math and reading tests to help determine their ability to successfully complete the program, to determine what supplementary training opportunities and/or tutoring need to be provided, and to determine acceptability for entry into apprenticeship or for immediate employment upon completion of the program. The second process involves assessment of student progress and learning through application of specific learning objectives and identified competencies.

B-WEST Outcomes

The entry-level testing phase was conducted during the orientation session described under Program Component #2, Orientation. Initially we administered our own tests and used the results as indicated above. With experience and after much consultation with college administration and staff, we changed the process to utilize the regular college entrance level testing procedure for all first time college students at this campus. In effect, we mainstreamed the students entering B-WEST through the regular college orientation and testing program after our program specific orientation session had initially determined their readiness for the program.

As noted earlier in this report, the first B-WEST training cycle did not require a minimum education level for entry into the program but the graduates still required a GED or higher education level to be employable or to enter apprenticeship. So, during the second term of the first B-WEST cycle we scheduled a special GED section that was convenient for the B-WEST students who needed it and hired an experienced bilingual (Spanish) GED instructor to teach it. We needed an experienced instructor as there was only 10 weeks available and most of the students who needed the GED had not even started studying for it. We needed a Spanish-speaking instructor because the majority of the students who required GED certification were Spanish-speaking and they needed maximum comprehension to accomplish their goal in the short time.

The second process involves specific objectives and competencies for the training program. Those competencies have been tested and revised during the actual experience of the six B-WEST and B-FIT training cycles conducted during the tenure of the program. The result of that experience is detailed in the curriculum notebook attached as part of this report.

Findings and Conclusions

By conducting our own admissions entry-level orientation and testing program, we found that we were depriving the students of the experiences and some of the information that was made available to other college students who enrolled through regular channels. Although we tried to assure that our students received all of the same information, it did not appear to be the

same. After mainstreaming the students, we found that they integrated into the college atmosphere faster and more easily than before.

The first B-WEST class required a considerable amount of supplemental instruction to assist the students through the program. A full-time Technical Learning Skills Instructor was hired to provide bilingual (Spanish) group and individual tutoring for the first term. Also, as stated above, a special GED instructor was hired to assist students in completing GED testing during the program's second term. These efforts were quite successful. The GED instruction resulted in seven of eight students completing the GED testing successfully, and although not as easily quantified, the tutoring program resulted in several students completing the program who would otherwise have dropped out. The disadvantage of this strategy was that it is not replicable without significant financial and personnel resources.

After requiring a GED as minimum entry level, there was no need for the Technical Learning Skills Instructor or the GED Instructor. Not that some tutoring was not required, it was - but it was well within what could be provided by the regular faculty and within what is normally expected for any instructional program. The instructors remarked on the great difference in the learning abilities of the students in the second class compared to the first. We learned from this that B-WEST should not be a first step program, that educational readiness is directly related to employment readiness, readiness to enter apprenticeship programs, and readiness to seek additional educational opportunities.

A major factor in refining the competencies for the training skills was the site-based instruction phase that was conducted during the second term of the second B-WEST cycle. The final revision of program competencies resulted from this site-based instructional experience. Everyone involved, especially personnel of the fire agency, agreed on the tremendous learning experience that the project presented while at the same time performing a great service to the community through assisting in improving the fire protection capability of the agency.

B-WEST Program Component #5: Job Development

The B-WEST job development component was housed in the Oregon State Building at the Bureau of Labor and Industry (BOLI), Apprenticeship and Training Division. The job placement portion of the program was housed at the Rock Creek Campus, Portland Community College. This approach allowed B-WEST to be in direct contact with apprenticeship, industry, and labor organizations at BOLI while maintaining the training effort at the college. Both job development and job placement were designed to create career opportunities in the construction industry for B-WEST participants. The program focus of job development effort first and job placement activity second was the strategic base to our high placement and retention rate among B-WEST participants.

B-WEST Outcomes

Job Development

Job Development as defined by B-WEST includes searching out regional career trends and placement opportunities. Being involved in the economic development of the region was the window by which to pattern career trends for the participants. The Portland metropolitan area is participating in a number of high profile infra-structure construction projects, but the regional industry is not experienced in meeting the employment guidelines and standards of projects of this magnitude. Since B-WEST was viewed by industry as a regional resource for employment standards, B-WEST job development personnel were able to act as clearing agent for this information and therefore able to disseminate information energetically throughout the region. This focus accounted for tremendous exposure to industry and resulted in very broad name familiarity.

Through this information dissemination, B-WEST succeeded in familiarizing the construction industry about the capabilities of our graduates. By helping industry to set guidelines and standards which were aligned with those of our program, the industry was already aware of the graduate's capabilities when they sought employment. Job development at B-WEST was a valuable resource viewed by industry as a friend, an entity to help solve problems rather than one which would create them.

Job Placement

As a result of the efforts of job development personnel early in the program, our job placement efforts could be concentrated on the needs of the individuals, rather than on the group. Because of the rapport that was developed, B-WEST job placement personnel were contacted by industry when positions were available and those career opportunities were then made available to the students. Throughout the program it was clear that job placement was a program-wide, staff and student, responsibility, not just the responsibility of a specific individual. After completion of training, we instituted a follow-up job placement program called CAREER QUEST. This effort involved contacting every graduate of both B-WEST and B-FIT to determine their current employment status, bring them into a weekly job club to refresh their job search skills, and refer them to current job openings if appropriate.

Job Development, p. 2

By maintaining a program-wide, holistic approach to placement, the student was aware from the beginning that each segment of curriculum was directly related to their eventual success in finding a permanent career opportunity. Each participant was reminded by program content that being on a career path after graduation was the ultimate goal and the purpose of their training.

Upon completion of the first term students were expected to have a working portfolio consisting of the following:

1. Cover letters
2. Resume
3. Letters of Recommendations
4. Transcripts
5. Driving records
6. General Information

The portfolio allowed the students to be prepared for permanent career opportunities as they arose, even as early as during the second term of training. During the portfolio process, students could focus on general career avenues for which they qualified or they would be referred to college courses that would augment their skills and abilities upon completion of the program. Due to the strategy of program-wide placement, we could focus on placement techniques defined by the career choices our students were making. With this valuable information we combined our efforts with those of the Placement Centers within the college and created varied avenues for opportunities.

A key employment strategy were the career fairs held in the first month of the second term of the program. The career fairs were a joint effort of the college and B-WEST. From the career interests defined by student portfolios we invited industry employers to participate in an informational fair for construction career opportunities. Employers were eager to participate based on the communications from the B-WEST job developer about our standards and expectations. Students helped prepare for the Career Fair by supplying logistical and planning support to the process. In career curriculum we were able to review job search techniques of the first term and begin informational interview techniques for the fair. The success of the Career Fair solidified the fact to students that their eventual employment was a high priority and displayed to employers the caliber of students B-WEST had available. This exposure to the industry allowed us to meet or exceed our placement goals.

Findings and Conclusions

Our target placement goal was 80% of the graduates. To help meet that goal and to assure that the placement needs of all students had been met, we created a placement follow-up titled "Career Quest". During Career Quest we concentrated on pro-active job-searching techniques. Key B-WEST individuals were assigned to assist the remaining unemployed students to find employment. Job-Developers at B-WEST and the College concentrated their efforts on finding jobs. Placement personnel were assigned to assist these students in making applications and pursuing these opportunities. Faculty were assigned to polish portfolios and interview skills. Within sixty days of initiating this effort, our placement goals were met and the majority of our

students were well on their way to successful careers in the construction industry.

B-WEST understood from success and failures of the past that job development and job placement are two separate and unique activities. Job Development seeks out industrial opportunities for placement and promotes program students. Job Placement is a coordinated program responsibility that starts the day the student enters the program. Curriculum had to coordinate with job development and job placement to insure that what was being presented to the students was indeed representative of the needs of industry. This holistic approach to job development, career preparation, and job placement assured B-WEST graduates of the best possible opportunity for a successful career in the construction trades.

B-WEST Program Component #6: Information Dissemination

As part of the development of a regional model, the B-WEST program provided information dissemination services on a regular basis, as well as upon request, to share its findings with interested outside training programs and individuals, locally, regionally, nationally and internationally.

B-WEST Outcomes

The B-WEST Program was successful in its efforts to disseminate program information on a local, regional, national and international scale. Information dissemination took place in the following ways:

Presentations to Professional Organizations

B-WEST program staff members participated in 19 professional organization presentations locally, regionally, and nationally to exceed the grant target of six presentations by 216%. Presentation topics targeted processes for program replication, program overviews, and focused on specific components of the B-WEST project.

Individual Program Consultations

On a number of occasions, the B-WEST program was contacted by individual industry and community organizations seeking consultations regarding specific components of the B-WEST program. The B-WEST staff met with 71 out of a targeted ten separate community and industry organizations to disseminate program information in a personal, one-on-one consultation, exceeding the grant target by 610%.

Information Requests

B-WEST information packets containing program brochures, flyers, topical inserts, and newsletters were mailed upon request to interested parties on a local, regional, national and international basis. The targeted goal of dissemination to 50 interested parties was exceeded by more than 174% with 137 contacts being initiated.

Career and Trades Fairs

Program staff participated in numerous career and trades fair where B-WEST program information was available for the public's consumption. An undetermined number of attendees received program information.

Additionally, the B-LINE (Building Linkages in Non-traditional Employment) monthly program newsletter which tracked B-WEST activities, and kept abreast with industry trends, was produced by the B-WEST staff, and disseminated locally, regionally, nationally and internationally.

Findings and Conclusions

An unexpectated strong interest was shown in the B-WEST program on an international level. Information on the program was disseminated to the following nations: Saudi Arabia,

Belize, Canada, Afghanistan, Brunei, Cote d'Ivoire, Czech and Slovak Federal Republic, Federated States of Micronesia, Kuwait, Marshall Islands, Namibia, Pakistan, United Arab Emirates, Venezuela, Peru, Yemen, and Zambia, with many of them requesting additional information, besides the original packet they received.

With the conclusion of the B-WEST program, interest still remains strong, as information requests are received on a daily basis.

B-WEST Program Component #7: Resource Materials/Trades Library

Resource materials were continually collected and made available to program participants, staff, and Portland Community College programs to better explain and prepare individuals wishing to enter the building trades.

B-WEST Outcomes

The B-WEST program expanded upon the B-FIT library with the addition of materials from the following sources:

Bureau of Labor & Industries, Apprenticeship & Training Division

* Promotional brochures detailing and explaining what apprenticeship is, necessary requirements to enter an apprenticeship program, and why individuals should enter apprenticeships.
* A notebook of standards for all apprenticeship programs found in the State of Oregon. These standards detail the specific requirements for each trade, the application procedures, wage scales, and a description of the work involved.

Department of Labor Women's Bureau

* A series of pamphlets called "Facts on Working Women", which outline topics such as Women in the Workforce 2000, Afro-American Women in the Trades, etc.
* A National Directory of Non-Traditional Training Opportunities for Women.

Bureau of Apprenticeship & Training

* National Apprenticeship Program handbooks
* Apprenticeship Past & Present handbooks
* Handbooks on Work-based Learning in America
* AFL-CIO publications on Afro-Americans and Women in the Trades

Brochures, Videos and Texts From Programs Such As:

* Job Corps Training Program, Seattle, WA
* Careerpaths Training Program, Tillamook, OR
* Bridges to Equity Training Program, Toronto, Ontario CANADA
* Apprenticeship & Non-traditional Employment for Women (ANEW), Renton, WA
* Women in Trades, Chicago, IL
* Women in Trades, St. Paul, MN
* Oregon Tradeswomen Network
* U.S. Department of Transportation, Federal Highway Administration

Other Trades Related Materials

* Training packages on managing a diverse workforce and addressing sexual harassment in the workplace have been added to the library.

Books

* Books and materials from the American Vocational Association (AVA) and American Association of Community Colleges (AACC) on the topics of career search, job development, competency-based instruction delivery, and diverse learning styles were added to the resource library.
* Electrical/mechanical/and carpentry manuals, books on trades math, and health and fitness texts have been added to the already existing instructional resources.

In addition to the materials described above, the B-WEST program has also produced its own library materials including two brochures; five trades-related videos on the topics of: non-traditional recruiting, B-WEST program overview, a career in the cement mason's trade, a career in the plastering trade, and a compilation overview of the masonry-related trades; and a program development guide explaining the components of the B-WEST program and how to adapt them to other training projects.

Findings and Conclusions

The increase in the trades library proved beneficial to the B-FIT/B-WEST students in providing them the additional information and resources necessary to better prepare them for entry into the skilled trades.

On-going networks with outside program partners dealing with similar issues and concerns have been formed, and mailing lists developed to continually increase and update the materials in the B-WEST resource library.

B-WEST Program Component #8: Employer/Management Training

The B-WEST Regional Training Center offered workforce development training opportunities to employers, contractors, and apprenticeship committees to learn successful methods of assimilating underemployed and unemployed men, women and minorities into their current work crews, and prepare them for the Workforce 2000.

B-WEST Outcomes

The B-WEST Industry & Community Trainer provided workforce diversity training to 226 contractors, training partners and employers at various regional sites, exceeding the grant target of 100 by 126%. Training was provided in the forms of one-on-one consultations with individual employers and contractors and in a workshop-style setting.

Additional contacts and training were conducted with state-wide apprenticeship committees, in conjunction with the state supervisor of the Bureau of Labor & Industries, Apprenticeship & Training Division, and the Regional Director of the Bureau of Apprenticeship and Training.

The employer/management training covered the topics of Managing a Changing Workforce, Preventing Sexual Harassment in the Workplace, Providing a Safe Workplace, Employee Motivation, Effective Recruiting, ADA Impacts, Total Quality Management, and Creative Problem Solving.

The industry and community training component was the newest, least developed strategy for supporting employment and retention of B-FIT/B-WEST program completers in the workplace.

Findings and Conclusions

Initially, employers responded for the most part to offers of workforce diversity training with disinterest or resistance. However, the publicity received by a large, well-known local company created by a sexual harassment suit, created the momentum for other local and regional employers to take preventative measures against such suits. The services of the B-WEST trainer were retained by several employers, creating a turning point in the earlier resistance and disinterest.

The employers experienced a real need for workforce diversity training because they found it can save them from costly delays, low productivity, and legal problems, as well as impact their profitability and survival; they see the value of diversity training and begin to proactively seek out training opportunities.

B-WEST Program Component #9: Trainer Training

The B-WEST Regional Training Center offered structured opportunities to learn successful methods of replicating the program model to local and regional training programs and partners. The regional center provided a first-hand look at the workings of the B-WEST model, and offered its services for personal follow-up.

B-WEST Outcomes

The B-WEST program was successful in its efforts to provide trainer training to other local, regional and national training programs. Training was provided in the form of three conferences held in the Fall of 1991, Spring of 1992 and Spring 1993.

A total of 29 programs from five states received training in successful methods for replicating the B-WEST program model, exceeding the grant target of 10 by 190%. The training programs were based on the following grant components:

1. Recruitment
2. Curriculum
3. Student Retention/Support Services
4. Job Placement
5. Employer Training
6. Mentorship

The conferences included a tour of the B-WEST training facilities, guest speakers from various industry and community partners, and break out sessions covering the following issues: overcoming barriers, strategies for retaining at-risk students, site-based instruction, developing a core curriculum, contemporary worksite issues, apprenticeship, program development and job search strategies. Each participant received a comprehensive guide of the B-WEST program as well as a copy of the B-WEST Overview video.

Follow-up and additional consultations regarding conference topics were provided upon request to interested participants.

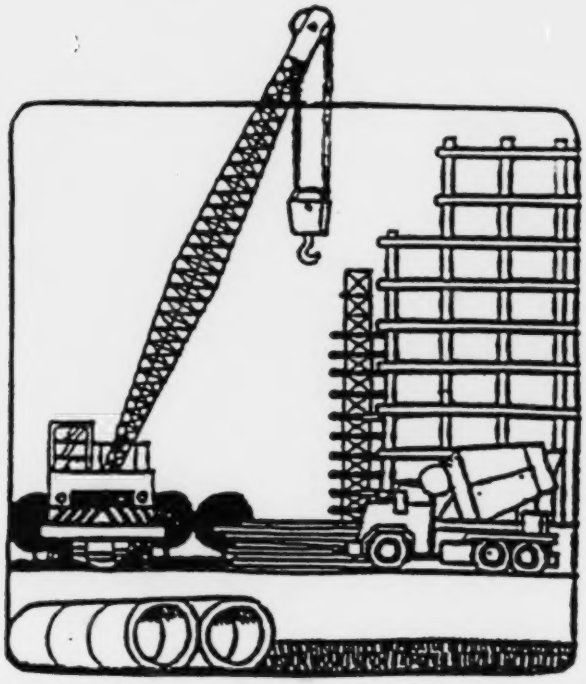
Findings and Conclusions

Participants in the B-WEST conferences were most strongly interested in the areas of recruitment, curriculum development and job placement.

Because of the widespread information dissemination efforts by B-WEST, along with the proactive efforts of its program staff to offer technical assistance and share all program materials, a diverse network of training programs, and organizations who wanted to start training programs was developed regionally, nationally and even internationally.

Each program that requested information or other assistance had its own unique focus or local circumstance, but all recognized the value of adapting the program model to its local environment. It is apparent that a number of start-up programs and the demand for relevant information and models that work is growing rapidly at the national and international level.

B-WEST OUTCOMES ANALYSIS



B-WEST OUTCOMES ANALYSIS

a/o August 31, 1993

Title	Number	% of Total	Target No.	% of Target
OUTREACH/RECRUITING				
Total Contacts	749	100%	300	250%
- Mail	63	8%		
- Phone	551	74%		
- Walk-ins	30	4%		
- Referrals	105	14%		
ORIENTATION				
Attended	273	100%	300	91%
- From contacts	138	51%		
- Walk-ins	30	11%		
- Agency Groups	87	32%		
- Indiv. Referrals	18	7%		

Title	Number	% of Total	Target No.	% of Target
TRAINING PROGRAM				
Total Entered	204	100%	200	102%
- B-WEST	87	43%	100	87%
- B-FIT	117	57%	100	117%
Gender Breakdown				
- Male	60	29%		
- Female	144	71%		
- B-WEST				
- Male	60			
- Female	27			
- B-FIT				
- Female	117			
Minorities	63	31%		
- B-WEST	47			
- Male	45			
- Female	2			
- B-FIT	16			
- Female	16			
Head of Household	164	80%		
Average Age	30			
Total No. Children	259			
Completed Training	139	68%		
Early Placement	12	6%		
Training Success Rate	151	74%	163	93%

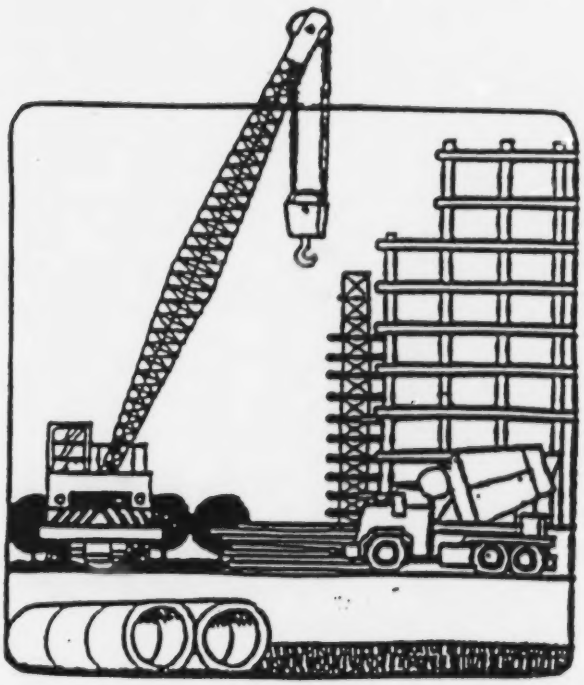
Title	Number	% of Total	Target No.	% of Target
STUDENT EMPLOYMENT				
- Completed Training	139			
- Unable to Contact	29			
- Avail for Placement	110	100%		
- Working in Trades	88	80%	88	100%
- Working (Non-trade)	9	8%		
- Unemployed	5	5%		
EDUC. INST. TRAINED	29		10	290%
EDUC. PERS. TRAINED	74		50	148%
ON-SITE CONSULTATIONS	71		10	710%
INFORMATION DISSEM.	137		50	274%
PROF ORG PRESENT.	19		None	

THIRD PARTY EVALUATION

FINAL REPORT

CONDUCTED BY:

Oregon State University
Alliance For Program Improvement



Final Evaluation Report
Building Workers Entering Skilled Trades (B-WEST) Program
Portland Community College, Portland, Oregon

July, 1993

Introduction and Procedures

This report summarizes the results of the final evaluation of the B-WEST program at Portland Community College's Rock Creek campus. The evaluation was conducted and the report prepared by The Oregon Alliance for Program Improvement, Office of Continuing Higher Education, Oregon State University. Three interim evaluation reports were completed in July and November, 1992, and April, 1993.

A total of nine elements were identified to provide both a contextual framework for the evaluations and to reflect all major components of the project proposal. Each of these elements have been addressed in the interim reports. They include marketing, recruiting and intake; curriculum; workplace basics; basic skills; follow-up; employer training; employment services, job development and job placement; organizational relationships and communication; and model replication.

The focus of this final evaluation is the transition and phase-out of the B-WEST program and the integration of portions of B-WEST into other programs at Portland Community College. Findings and conclusions are presented in two sections in this report—for both the transition and integration focus areas. Recommendations have been combined for the two focus areas.

The primary purpose of the evaluation process was to collect and analyze information and report on the status of the B-WEST program based on the perceptions and opinions of those persons most closely associated with and affected by B-WEST's mission and activities. Interview guides were used to gather information. Responses to these interview questions were analyzed and results were compiled into the following report.

On-site interviews for the final evaluation were conducted by a two-member evaluation team from the Alliance on May 18, 1993. Interview questions are included at Appendix A. Structured interviews were conducted with the B-WEST director, two instructors, the final report coordinator, a job developer and the dean of instruction at Portland Community College's Rock Creek campus.

Completed surveys of current B-WEST students and graduates distributed at an earlier evaluation session were analyzed. The results are included at Attachment A. This information completes the interim evaluation process begun in July, 1992 and

is included here only to provide the data gathered and some brief conclusions. It is not an integral part of this final evaluation report.

Findings and Conclusions

A. Transition

Findings:

1. Instructors commented that the B-WEST program could never have been so successful without the quality leadership displayed by the program director. The Dean of Instruction at PCC/Rock Creek concurred and added that the quality of the staff also contributed to the program's success. He praises the program director for recruiting a superb staff.

2. Two major documents will be produced before the program is finished:

   - A final report—divided into 12 components, this report will include data, findings and recommendations. Audiences include the U.S. Department of Education, B-WEST's staff and advisory committee and program evaluators.
   - A program development notebook—this document containing model replication guidelines will be distributed through CORD (the Center for Occupational Resource Development, in Waco, Texas).

3. B-WEST has implemented a unique "B-GONE" program (Going on to New Employment) to assist program staff in finding new employment opportunities. Staff members are using the same model used to assist students in finding employment.

4. B-WEST staff have participated in two full-day retreats designed to streamline the transition process. Teams were developed around staff member interests relating to the transition effort. These teams were headed by non-administrators and were responsible for developing a module dedicated to some aspect of the transition process. Using these modules, each team developed a critical path for accomplishing its mission. The critical paths and modules were then linked together to form a program-wide action plan for transition completion.

5. A central area of focus as the program draws to a close is helping the remaining graduates to complete their job search processes. Staff expect to exceed their placement rate goal of 80 percent. Successfully placed students include those who are currently enrolled in an additional educational

program, are employed in a career path occupation or are in an interim "survival" job and waiting for an opportunity in the trades.

6. A facet of this employment services effort is the Career Quest program which is available to all graduates two days per week. Students work with designated B-WEST staff to redefine their career goals, perfect their job search strategies, update their portfolios and learn how to use other PCC employment service functions.

7. B-WEST staff were successful in meeting their job development goal of assisting 80 percent of their graduates to find employment. Staff members have also made an extra effort to refine the job seeking skills of those program completers who have not yet found employment before the program is terminated.

8. Staff members are working to develop full profiles of B-WEST students for tracking purposes. These profiles will include personal data, information about the individual's performance as a B-WEST student and the individual's employment history since graduation. This information can be used to generate data and statistics on B-WEST students, determine the success rates of women and minorities in the trades industries and to determine which employers have truly utilized the services of B-WEST.

Conclusions:

1. This program has been successful because of its holistic nature. There exists a sense of community among those involved in the program. Coupled with an unusually high level of communication between instructors and administrators, these qualities are contributing to the success of the transition process.

2. Information dissemination has gone well beyond requirements specified in the grant.

3. There is a great deal of emphasis on taking care of the the professional needs of the staff as the project draws to completion.

4. It appears that staff retreats have helped to keep the transition effort on track and running smoothly. Retreats have also kept staff morale at a very high level.

5. From the beginning of the project, the job development program has been focused on helping students learn to find employment on their own. The

effort has proven successful in helping program completers seek and find jobs.

B. Integration

Findings:

1. The production of a new video tape entitled, "Breaking Down the Barriers," describes methods for recruiting and retaining diverse groups. This video is the fifth in a series of five video tapes about the B-WEST program. The video will be distributed through PCC and CORD.

2. Administrators and instructors report a noticeable difference in the numbers of diverse students on campus since the inception of the B-WEST program. It is likely that this change is due, at least in part, to the existence of the B-WEST program.

3. The director observed that the barriers to student access (e.g. transportation, child care costs, tuition, etc.) are growing continuously. It has been difficult for the B-WEST program to keep up with that growth.

4. One instructor noted that in the process of bringing students from very diverse backgrounds together, the students become more aware of the diversity among themselves. Although they have been fragmented from the mainstream of society, they are able to appreciate the differences among themselves. They learn from each other and gain sensitivity toward their differences.

5. There are conflicting views as to whether it is better to keep all the functions of the B-WEST program on campus, or to spread them out. While most instruction took place at the Rock Creek Campus, most job search activities took place at the Industry-Community Training Center located in east Portland, about 15 miles away. Some see this as a benefit to the students and employers because the Industry-Community Training Center is located in the same building as the Bureau of Labor and Industries, allowing Center staff to remain apprised of apprenticeship opportunities and needs of employers. Others would like to see instruction and job development functions working at the same location.

6. Site-based instruction was praised by all interviewees as an effective instructional method that imparts value and perhaps an employability "edge" to students. There was some controversy as to whether it will be able to continue at PCC. PCC administrators are working to develop a consortium

with various governmental agencies to find instructors to teach students and appropriate projects for them to work on. However, most contractors are not anxious to participate in site-based instruction programs because of the length of time involved in completing a project—commercial workers can complete the same project much faster.

7. When asked which components of the program are most critical to the successful transfer of this program to other sites, nearly all respondents listed the same items:

   - Targeted recruiting, including assessment of barriers.
   - Development of training programs that fit industry needs and fulfill the unique instructional needs of the student.
   - Support services to assist students in overcoming barriers, such as the Students At Risk (STAR) program, designed to work one-on-one with student experiencing difficulty.
   - Student assistance for transitioning from the classroom to the workplace. This includes job development, employer training, professional mentorships, and ongoing tracking of student employment.
   - A holistic management style which encourages creativity and input from everyone involved in the project.
   - Genuine commitment on the part of all parties involved in the replication process to ensure its success.

8. When asked which elements of the B-WEST program are likely to be incorporated into remaining PCC programs, respondents stated:

   - Targeted recruiting
   - Some version of the STAR program for student retention
   - Computer education component
   - Interdisciplinary instructional approach

9. When asked which elements of the B-WEST program are not likely to be incorporated into remaining PCC programs, respondents stated:

   - Physical education component
   - Job development—The job development component will disappear at PCC as planned. There is nothing in place currently to ensure its continuation, but several options for continuation are being discussed.

Conclusions:

1. The new video tape is an excellent promotional piece for B-WEST, and its concepts can be applied to other institutions on a regional, national and international scale. It will aid PCC and other local college personnel in recruiting more diverse faculty members and students.

2. It appears that there has been a shift in attitudes at the PCC/Rock Creek campus about the importance of recruiting and retaining diverse groups as a result of the B-WEST program's efforts. It remains to be seen whether this new attitude will "stick" once the B-WEST program is gone or when new leadership is put in place in the future. Committees and advocacy groups are being formed on all three Portland Community College campuses to work on diversity issues.

4. There is some question as to whether a reduced number of physical education hours will be enough for students preparing themselves for construction-related industries requiring great physical capacity.

Recommendations

1. There is great potential for B-WEST staff to publish information pertaining to the success of the B-WEST program. Topics of interest might include job development versus job placement, job development for students versus economic job development involving employers, women in trades industries, diversity within diverse groups or the functions of the Industry-Community Training Center.

2. The college should assure the continuation of the following successful B-WEST program elements in other occupational training programs and for similar specialized education and training grant-supported projects it may conduct in the future:

    - Targeted recruiting, including assessment of barriers.
    - Development of training programs that fit industry needs and fulfill the unique instructional needs of the student.
    - Support services to assist students in overcoming barriers, such as the Students At Risk (STAR) program, designed to work one-on-one with students experiencing difficulty.
    - Student assistance for transitioning from the classroom to the workplace. This includes job development, employer training, professional mentorships, and ongoing tracking of student employment.

- Physical education for selected trades programs requiring special physical skills.
- Computer instruction reflecting workplace entry requirements for the specific occupation.

3. The college should consider including fundamental elements of the following B-WEST program components in selected <u>regular</u> instructional programs:

    - Targeted educational recruiting
    - Support services (such as STAR) to assist students experiencing academic and other difficulties
    - Computer instruction that reflects workplace entry requirements
    - Interdisciplinary instructional approaches

4. The college should clearly define the direction it intends to pursue with regard to the matter of job placement versus job development.

Appendix A

Interview Guides*

1. If you were going to replicate the B-WEST program on another community college campus, which elements do you believe are the most crucial to include? (Transition and Replication)

2. Which pieces of the B-WEST model do you believe will "stick" at PCC/Rock Creek and why? (Integration)

Note: While only two fundamental questions were used to solicit responses, follow-up questions expanded the arena of inquiry for each of the two focus questions.

Attachment A

Survey Results

Findings

The following are the results of a survey conducted among B-WEST students who had completed approximately three-fourths of their training program in the spring of 1993. Twenty-seven completed surveys were received and the results tabulated. The first section of the survey requested students to answer a series of "yes or no" questions. Their responses are listed below as observable trends:

> The majority of students believed that the B-WEST program was giving them all the skills they need to be employed in the construction industry at the time they completed the survey. A couple students mentioned they thought the pace of instruction was too fast.
>
> Numbers were mixed as to students who were experiencing difficulty in their classes and there were a variety of responses as to ways B-WEST staff could help them in this area. Many students were frustrated with the computer instructor who they did not feel was an effective teacher.
>
> Most students reported they had access to all the tools, supplies and materials needed in each of their classes. Some said they did not have access to enough materials, tools and electrical code books in the electrical lab.
>
> Most students said they felt their skills in math and English were strong enough to be successful on the job, but there were several citing problems in math and several citing problems in English.
>
> Nearly all students reported that they believed they had all the information they needed to find a job and only three felt they didn't know what to expect on the job. One said he would like to receive more information on trades other than masonry, plumbing and electrical.

The second section contained open-ended questions where students could comment as desired. These questions follow, along with common responses.

1. **What things about the B-WEST program do you particularly like? What things do you dislike?** Selected answers were:

> "I would like more time to do homework. I would like more computers and access."

"I liked everything except the computer class and instructor ." (Note: nine student mentioned this).

"I've had two years of college and never had instructors that cared about how a student did until this course. All the instructors would go out of their way to help students."

"The teachers are probably the most helpful I have ever seen."

"I like the hands-on experience."

"I like the integrity and knowledge of most of the instructors. The office staff is very helpful along with those in the shop."

"The masonry program could use more hands-on work. There was too much information presented too fast and for the tests you just copied the answers right out of the book."

"I like the instructors and their expectations—they keep you on your toes. I like teachers and coursework that are demanding and expect a lot. It makes me rise to the occasion."

2. **If you could make any changes to the B-WEST program in order to make it a better program for you and other students, what would they be?** Selected answers were:

"A better computer instructor."

"Painting classes."

"Longer terms for more learning. If possible, some sort of financial help for low income people is a must!"

"Slow the pace of classes down."

"More hours in math."

"More time in hands-on exercises."

"Group people by skill level and knowledge level. That way you can spend more learning time with people that need it and more practicing time with people that know it but want to practice instead of learning it step by step."

"Bring in more bilingual people to help."

"I would change the computer class. I feel it should be more directed towards construction. Show us how to build on a computer. DOS was self-taught by the students. The teacher showed us what we had already read. I also feel that what we learned in masonry was a review of what Charlie had already taught."

"It would be nice to mix up some cement and do an actual pour."

3. Other comments:

"I learned more in Charlie's class than I have in all the math classes I've had. I found Bob to be honest and thorough in his information. He motivates people and I learned a lot. I liked Barbara's class and I think it's essential to this whole program."

"This is a very good course. I'm getting more out of it than I thought I would."

"This is the first time in my life that I have enjoyed school."

"I am so happy to be a part of this program. I've learned a great deal, not just in my subjects, but about myself as well. I realize there's a great deal more to getting out there and doing it, but I know I can and I will."

"Too many breaks."

"I would really like to know more about unions and what they do to help a worker resolve problem and complaints. Do they <u>really</u> stand behind a union member when the situation calls for it?"

Only four completed surveys were received from B-WEST graduates. On the whole, their responses mirrored those received from students. Selected comments of interest from graduates include:

"Keep the job fair. It was a wealth of information and leads."

"I liked the wide variety of fields on which we touched base. It made it easier to make a clear decision as to what direction I wished to take in an industry I knew very little about."

Conclusions:

1. On the whole, students were very pleased with instructors and curriculum in place at B-WEST, with the exception of the computer instructor and curriculum.

2. Students felt the curriculum was preparing them sufficiently for what would be expected of them in the workplace.

3. Students felt they were being given the opportunity to develop the necessary skills for a successful job search.

4. It is evident that the sense of community so prevalent among the B-WEST staff and administration extends to the B-WEST student population as well.

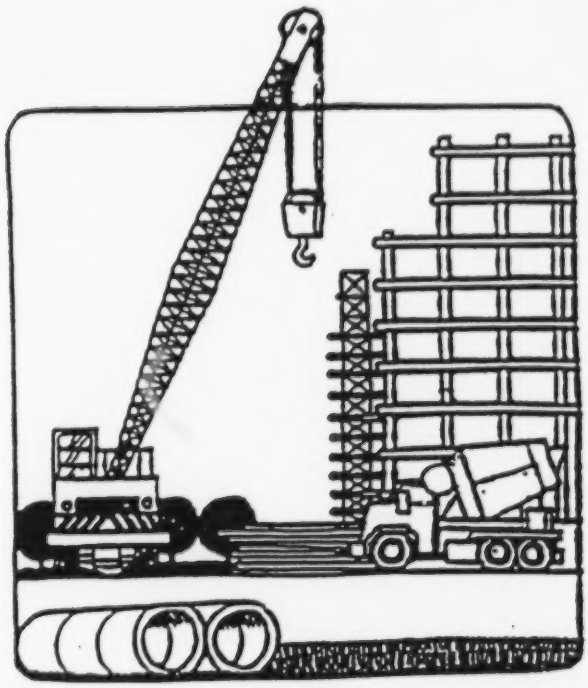
5. Math and English skills remain as possible problem areas for some students.

6. The amount of tools and materials available for student projects in the electrical lab seems to have been a problem.

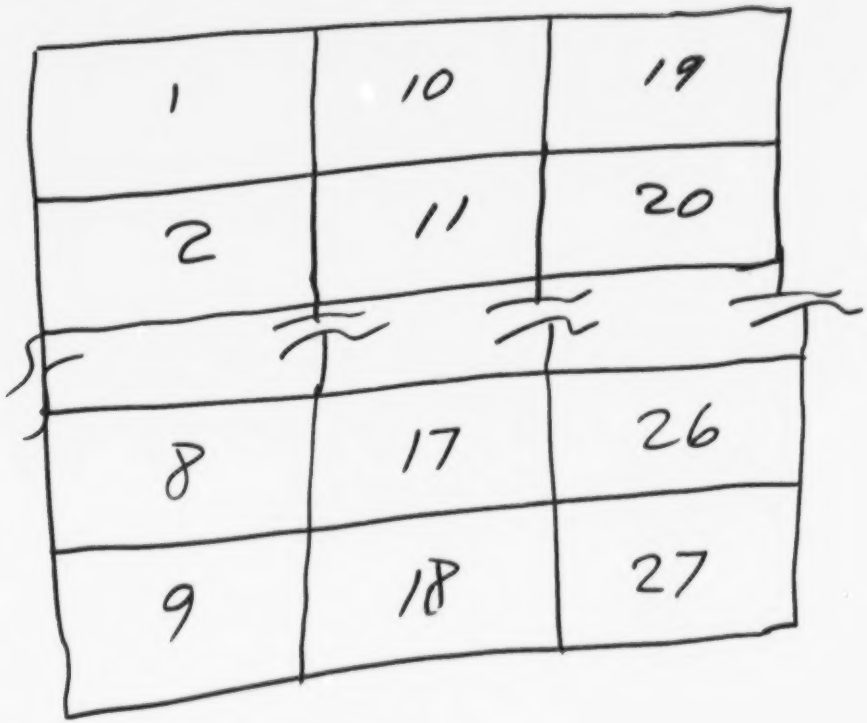
6. B-WEST students are most interested in hands-on instruction.

B-WEST STUDENT TRACKING DATABASE

Sample



MAP FOR DATABASE:



B-WEST STUDENT INFORMATION DATABASE

NAME			SSN	ADDRESS				TELEPHONE		AGE	DOB	GE	RACE	NAT	MARI	HEAD	C
LAST	FIRST	MI		STREET	CITY	STAT	ZIP	HOME	EMERG.			DE		LAN	STAT	HOUSE	#
Abbey	Mary Jo		115-48-2571	17780 SW Shaw	Aloha	OR	97007	642-2557	642-2557	35	01/27/55	F	Cau	Eng	S	Y	0
Abdulwahab	Habib	L	070-56-9190	1851 N.E. 15th	Hillsboro	OR	97124	645-3807	645-3807	22	10/28/70	M	AfAm	Eng	S	Y	0
Adair	Deanna	B	543-62-8174	5303 SE Harold	Portland	OR	97201	775-5531	775-5531	29	09/28/63	F	Cau	Eng	Sep	Y	3
Adams	Christine		541-46-2355	6725 SE 30th	Portland	OR	97202	771-4091	253-2708	45	12/25/45	F	Cau	Eng	Sep	Y	2
Adams	April	C	554-55-9016	11525 SE Stephens St.	Portland	OR	97216	256-4537	256-4537	31	04/23/60	F	Cau	Eng	D	Y	2
Adams	Donna	E	542-50-0137	29259 Hale Rd.	Scappoose	OR	97056	543-2933	543-2039	35	10/03/46	F	Cau	Eng	M	N	1
Adams	Phil		563-13-1136	3405 N.E. 14th	Portland	OR	97212	281-4060	281-4060	42	06/01/50	M	Cau	Eng	D	Y	0
Adamson	Patricia	S	440-62-9718	3839 Pacific Ave. #183	Portland	OR	97116	626-9734	861-1788	31	06/09/57	F	Cau	Eng	D	Y	3
Akin	Kelly	A	542-76-2408	18675 NW Shadow Lane	Portland	OR	97229	629-0346	644-0815	30	08/16/62	F	Cau	Eng	D	Y	1
Alexander	Lynn	K	486-64-7296	PO BX 83541	Portland	OR	97283	735-0347	735-0347	36	05/03/54	F	Cau	Eng	S	Y	0
Allen	Patty		389-50-0035	2743 SE 61st. Ave.	Portland	OR	97206	775-5168	732-2504	43	08/29/47	F	Cau	Eng	D	Y	0
Andrade	Jose		541-19-8624	481 S 4th	Cornelius	OR	97113	359-3971	357-4912	39	09/18/33	M	His	Spa	M	Y	3
Andrew	Cathy	M	542-98-4682	1533 SE 33rd. Apt. A	Portland	OR	97214	231-8555	231-8555	23	09/30/69	F	Cau	Eng	M	N	0
Archer	Rosanna	L	540-34-7425	7039 SW Brenne Ln.	Portland	OR	97225	292-1671	292-8305	59	05/30/32	F	Cau	Eng	W	Y	0
Auel	Karen	J	540-66-9676	3744 SW Sweetbriar Dr.	Portland	OR	97221	227-1643	227-1643	35	11/06/56	F	Cau	Eng	M	N	4
Aulwurm	Kathryn	W	559-15-1656	2520 SE 33rd. Place	Portland	OR	97202	232-6810	232-6810	29	09/30/62	F	Cau	Eng	S	Y	0
Aust	Kathy	E	541-70-2354	4827 SE Boise	Portland	OR	97206	771-5476	771-5476	35	07/06/53	F	Cau	Eng	M	2	2
Baez	Hilario	H	546-97-8994	4925 S.W. Jamieson Rd.	Beaverton	OR	97005	526-9106	643-7205	32	02/28/60	M	His	Spa	S	Y	0
Baker	Tamara	E	540-80-3563	508 SE 46th Ave.	Portland	OR	97215	239-0609	239-0609	30	05/17/59	F	AfAm	Eng	S	N	2
Banks	Verna	L	541-74-7763	1838 NE 104th St. Loop #	Vancouver	WA	98686	206-573-68	206-695-76	34	02/20/58	F	AfAm	Eng	S	Y	0
Bantilan	Patricia	G	544-68-0125	4304 SE 65th	Portland	OR	97206	774-5741	777-5468	36	03/22/55	F	Cau	Eng	D	Y	3
Barker	Robin	S	542-82-9405	32700 SE Leewood Ln #5	Boring	OR	97009	668-9416	665-8707	25	12/30/63	F	Cau	Eng	Sep	Y	2
Barnett	Sharla	J	482-72-2559	4646 Sater Dr. NE	Salem	OR	97305	393-0444	393-1335	34	06/11/56	F	Cau	Eng	S	Y	0
Bass	Sherri	L	533-46-9164	4125 NE 57th	Portland	OR	97218	287-8279	287-8279	30	12/18/62	F	Cau	Eng	D	Y	3
Battilego	Sherlyn	R	542-70-8349	19215 Willow Creek Ct.	Beaverton	OR	97006	645-5858	681-8408	32	10/22/56	F	Cau	Eng	S	Y	3
Bauquette	Carolyn	M	540-82-1490	843 NW Earl	Gresham	OR	97030	661-6788	647-0164	26	10/21/66	F	Cau	Eng	S	Y	3
Beaveridge	Eileen	L	541-80-7370	7008 N Amherst #1	Portland	OR	97203	286-3037	282-2062	29	06/24/58	F	Cau	Eng	D	Y	2
Beavers	Brandon	G	541-86-0987	18340 NW Showden Ct.	Portland	OR	97229	645-1046	645-1046	18	06/27/74	M	Cau	Eng	S	N	0
Bell	Kathy	A	504-64-8986	1035 S.E. 16th Ave.	Portland	OR	97214	233-2130	233-2130	28	09/27/64	F	Cau	Eng	S	Y	0
Bellas	John	A	559-98-5151	6557 N. Buchanan Ave.	Portland	OR	97203	240-1676	510-945-63	42	01/08/55	M	Cau	Eng	D	Y	2
Bellm	Shannon	L	543-90-5959	3280 SW 170th #1404	Beaverton	OR	97006	591-9045	641-0251	24	05/10/67	F	NatAm	Eng	S	Y	0
Bogan	Naomi	K	554-08-6728	14095 SW Walker Rd. #7	Beaverton	OR	97005	626-4218	646-8019	21	06/06/71	F	Cau	Eng	D	Y	2
Boje	Virginia	M	540-38-2027	7480 SW Pheasant	Hillsboro	OR	97123	648-4779	648-4779	62	10/27/31	F	Cau	Eng	D	N	0
Bolton	Leona	B	554-96-7967	14155 SW Todd	Beaverton	OR	97006	643-7945	359-9300	38	10/10/53	F	Cau	Eng	Sep	Y	1
Borkman	Vicki	L	540-06-9296	1158 Bridge ST.	Vernonia	OR	97064	429-2102	429-6251	25	06/02/67	F	Cau	Eng	Sep	Y	2

Boyd	Donna	S	541-40-4939	3842 SW Kanan Dr.	Portland	OR	97221	245-5299	245-5299	53	10/09/37	F	Cau	Eng	M	N	0
Bradburry	Terri	L	540-86-9774	1487 Se Hensley	Troutdale	OR	97060	1-665-9570	239-7690	32	12/12/58	F	Cau	Eng	Sep	Y	3
Bradfield	Lisa	J	541-90-9261	3720 SW 117th #112	Beaverton	OR	97005	643-0180	643-0180	30	06/14/62	F	Cau	Eng	D	Y	1
Brice	Patricia	L	544-66-2546	16235 SW Vincent	Beaverton	OR	97007	649-8797	649-8797	25	01/25/68	F	Cau	Eng	S	Y	0
Bryant	Viola	J	544-54-5019	7872 SE 72cd.	Portland	OR	97206	771-3360	775-3903	30	01/06/60	F	Cau	Eng	S	Y	2
Buchanan	Leona	L	544-25-6977	3329 SW 126th	Beaverton	OR	97005	None	None	21	05/15/71	F	His	Spa	M	N	1
Buchanan	David	D	540-90-5471	21250 S.W. Alexander#5	Aloha	OR	97006	642-0826	642-0826	23	12/19/69	M	His	Eng/	M	Y	2
Bucknum	Barbara	M	537-62-9989	15710 SE Frances	Milwaukie	OR	97267	659-9673	659-9673	36	08/28/54	F	Cau	Eng	D	Y	3
Burchell	Janet	L	542-60-3054	7016 N Amherst #3C	Portland	OR	97203	775-9019	243-2020	40	08/13/48	F	Cau	Eng	D	Y	2
Burton	Nate	D	542-86-9625	6217 NE 10th	Portland	OR	97211	287-5797	287-5797	18	08/10/74	M	AfAm	Eng	Sep	N	0
Burton Jr.	Carlton	D	542-88-9573	6217 N.E. 10th	Portland	OR	97211	284-9802	287-9430	19	08/06/73	M	AfAm	Eng	S	N	0
Butcher	Wendy	L	541-90-1645	6838 SE 50th	Portland	OR	97206	775-2364	775-2364	31	06/28/60	F	Cau	Eng	S	Y	1
Butterfield	Janet	L	540-44-7156	9235 SW 1st	Portand	OR	97219	244-3108	244-3108	30	03/29/62	F	Cau	Eng	S	Y	3
Byle	Deborah	K	547-68-0793	1239 NE Webster	Portland	OR	97211	331-1227	469-9566	41	10/08/52	F	Cau	Eng	S	Y	0
Campos,Ga	Gildardo		559-71-7981	2100 S.Beach	Cornelius	OR	97113	359-4018	359-4018	38	10/31/54	M	His	Spa	M	Y	2
Cardenas J	Luis	R	571-43-4099	39033 S.W. Laurelwood R	Gaston	OR	97119	985-7554	985-7554	17	07/28/75	M	His	Spa	S	N	0
Cardenas S	Luis	R	611-12-4457	39033 S.W. Laurelwood R	Gaston	OR	97119	985-7554	985-7554	39	09/11/53	M	His	Spa	M	Y	4
Carreon	Veronica	R	545-25-2929	668 SW Baseline	Hillsboro	OR	97123	648-8583	648-6481	20	05/10/72	F	His	Spa	M	Y	3
Casas	Edwiges		542-25-9844	3077 S.E. T.V. HWY. #2	Hillsboro	OR	97123	693-0111	693-0111	34	08/24/58	M	His	Spa	M	Y	2
Case	Shannon	L	543-74-7301	2607 21st Ave. #2	Forest Gro	OR	97116	357-0626	357-0626	30	11/17/57	F	Cau	Eng	S	Y	0
Castaneda	Marcelo	R	544-13-7640	365 S. 12th Ave.	Cornelius	OR	97113	359-3518	642-5696	22	03/11/71	M	His	Spa	S	N	1
Cerna	Carlos	V	545-55-7896	18850 SW Farmington #4	Aloha	OR	97007	591-0712	591-0712	38	07/12/54	M	His	Spa	M	N	0
Cervera	Gena	S	541-64-4382	2419 SE 117th	Portland	OR	97216	254-8353	254-8353	36	11/30/53	F	Cau	Eng	S	Y	0
Chamberlin	DeeAnn	R	544-82-3958	16830 E Burnside	Portland	OR	97060	665-8707	665-8707	27	01/16/62	F	Cau	Eng	S	Y	2
Chasinghaw	Janise	C	531-74-5641	211 Monroe	Oregon Cit	OR	97045	657-4028	657-4028	32	06/25/60	F	NatAm	Eng	M	N	3
Chavez	Leah	M	540-08-0269	7319 Se Evergreen	Portland	OR	97206	774-4151	774-4151	24	08/03/68	F	His	Spa	S	Y	2
Cheng	Mei Ting	S	540-41-5159	18200 NW Heritage Park	Beaverton	OR	97006	645-9564	642-6139	29	05/07/62	F	Asian	Asia	M	N	0
Chinchilla	Manfredo	A	544-33-4023	9135 N Smith St.	Portland	OR	97203	289-7936	289-7936	35	10/23/57	M	His	Spa	Sep	Y	0
Christie	Cheri	K	542-13-8937	8716 SE 32nd.	Milwaukie	OR	97222	786-0456	629-4860	22	05/22/70	F	Cau	Eng	S	Y	1
Chuc	Baltazar	Q	543-35-4754	2435 S.W. Ecole Ave.#67	Beaverton	OR	97005	643-3301	643-3807	32	08/07/60	M	His	Spa	M	Y	1
Clampitt	Dorthea	M	543-90-3372	4823 NE 18th	Portland	OR	97211	223-7958	284-7623	20	02/19/72	F	AfAm	Eng	S	Y	0
Clark	Jack	R	544-86-2600	727 SE 29th	Portland	OR	97214	233-8627	661-8695	31	06/30/61	M	NatAm	Eng	M	N	0
Collins	Barbara	L	543-80-8991	PO BX. 30101	Portland	OR	97230	760-8114	206-696-41	33	06/17/59	F	Cau	Eng	M	N	1
Cook	Judith	A	555-13-8571	7408 N Delaware	Portland	OR	97217	285-6226	285-6226	32	01/18/58	F	Cau	Eng	S	Y	0
Corey	Sybie	K	542-68-9668	772 NW Cornell	Hillsboro	OR	97124	640-9833	640-9833		Unknow	F	AfAm	Eng	M	N	2
Corneen	Jacey	D	560-47-5461	129 Cowan Ct.	Longview	WA	98632	206-636-19	510-522-02	29	05/18/63	F	Cau	Eng	S	Y	0
Cradit	Vicky	A	530-58-8824	1025 Rose Ave.P.O.Bx.30	Vernonia	OR	97064	429-3022	429-3022	35	07/05/57	F	Cau	Eng	M	N	4
Crouse	Nancy	O	541-54-4432	12450 SW Fisher #101	Tigard	OR	97224	684-6536	684-6536	47	Unknow	F	Cau	Eng	D	Y	0
Crunchie	Frances	I	351-34-6718	15650 NW Barkton St.	Beaverton	OR	97006	629-0578	629-0578	54	03/11/38	F	Cau	Eng	D	Y	0
Dalley	Maureen	M	540-84-6070	7818 SE Holgate Blvd	Portland	OR	97206	653-2599	653-2599	29	09/09/62	F	Cau	Eng	D	Y	1
Damewood	Kay	L	535-70-5302	5755 N Williams	Portland	OR	97217	289-3804	287-3804	30	04/24/61	F	Cau	Eng	D	Y	1
Davidson	Laura	L	566-86-2301	5013-D Foothills Rd.	Lake Oswe	OR	97034	281-1660	682-3363	28	05/03/61	F	AfAm	Eng	M	N	1

Davis	Terry	L	350-46-1568	550 SE Cedar St.#7	Hillsboro	OR	97123	681-9153	681-2364	39	10/18/52	F	Cau	Eng	D	Y	1
Day	John	E	544-76-6306	12326 SW Center St.#35	Beaverton	OR	97005	646-4986	646-4986	30	04/27/62	M	Cau	Eng	S	N	0
De Noble	Ilona	R	546-49-5307	18205 NW Bronson #S-2	Portland	OR	97229	690-9101	842-6221	32	06/04/60	F	Cau	Eng	Sep	Y	2
Decoteau	Ruby	M	544-84-0871	938 N Tyler	Portland	OR	97203	289-4942	289-4942	31	06/18/62	F	NatAm	Eng	Sep	Y	4
Dennison	Jody	B	541-68-1401	4517 SE Brookside Dr.#1	Milwaukie	OR	97222	659-5144	220-8006	34	12/22/57	F	Cau	Eng	M	N	2
Diaz	David	D	341-54-5727	3203 S.E. Clinton	Portland	OR	97202	239-0024	239-0024	37	12/13/55	M	His	Spa	S	Y	2
Dickens	Karen	L	544-54-6210	102 N.E. 78	Portland	OR	97213	255-6876	255-6876	39	02/21/53	F	NatAm	Eng	D	Y	0
Doughty	Sara	J	544-11-8845	6407 SW Luradel	Portland	OR	97219	246-7062	246-7062	20	10/06/70	F	Cau	Eng	S	Y	0
Douglas	Angela	D	541-25-2279	6732 SW 180th	Aloha	OR	97007	649-6834	649-6834	18	09/25/74	F	Cau	Eng	S	N	1
Duffy	Shannon	M	541-90-6266	9630 SW Eagle	Beaverton	OR	97005	250-7725	250-7725	27	01/11/62	F	Cau	Eng	S	N	0
Dunbar	Trudie	L	563-04-9054	1171 NE 72cd	Portland	OR	97213	254-4179	294-2354	39	04/04/56	F	Cau	Eng	M	N	2
Duplessie	Monica	C	540-02-8321	6005 N Omaha	Portland	OR	97217	289-5297	289-5297	19	05/04/72	F	Cau	Eng	S	N	0
Eastman	Terri	L	544-74-6945	4647 NE 95th	Portland	OR	97220	255-5640	255-5640	34	12/13/58	F	Cau	Eng	D	Y	1
Erickson	Gaylon	R	274-46-6652	3956 NE 12th Ave.	Portland	OR	97212	288-5822	684-9612	41	09/26/50	F	AfAm	Eng	D	Y	3
Etle	Christie	A	529-88-4090	534 SE 46th	Portland	OR	97215	231-2589	231-2589	37	12/22/54	F	Cau	Eng	D	Y	0
Ettlin	Eileen	K	540-88-3402	530 N Cook	Portland	OR	97227	282-0141	282-141	32	10/31/60	F	Cau	Eng	M	N	0
Evans-Keev	Scarlet	A	542-76-0243	23200 NE Sandy #22	Troutdale	OR	97060	665-9035	254-0315	31	07/15/61	F	Cau	Eng	Sep	Y	3
Everett	Brook	M	540-70-2902	4301 NE 59th Ave.	Vancouver	WA	98661	206-693-16	699-9679	34	03/15/53	F	Cau	Eng	M	N	1
Fakine	Natalie	J	541-96-4352	1715 NE 60th	Portland	OR	97213	281-8592	281-8592	25	05/14/65	F	Cau	Eng	S	N	0
Ferguson	Hart	E	543-90-5875	210 NE Cook	Portland	OR	97212	288-2840	288-2840	22	03/16/70	M	AfAm	Eng	S	N	1
Fitzgerald	Ellen	F	028-46-1981	2219 SE 89th Ave.	Portland	OR	97216	775-0614	775-0614	25	11/07/66	F	Cau	Eng	S	Y	0
Francia	Ricardo	A	611-05-1609	707 S.E. 7th Ave.#6	Hillsboro	OR	97123	640-6397	640-6397	32	05/20/60	M	His	Spa	M	Y	1
Gale	Erlinda	N	565-76-3757	28535 SW Ashland #40	Wilsonville	OR	97070	682-7106	682-7106	45	09/23/47	F	His	Spa	M	N	1
Galisky	Anne	F	559-55-7533	2226 NE 12th	Portland	OR	97212	281-9208	230-0812	28	11/12/62	F	Cau	Eng	S	Y	0
Gann-Davey	Sandra	D	542-82-0911	18155 NE Couch #21	Portland	OR	97230	661-3442	761-4372	31	03/06/60	F	Cau	Eng	Sep	Y	1
Gard	David	W	540-86-0638	1943 N.W. Irving Apt.103	Portland	OR	97209	243-1148	None	37	12/23/56	M	Cau	Eng	S	Y	0
Geim	Judy	D	534-66-6896	12228 NW barnes Rd. #9	Portland	OR	97222	643-7212	297-3914	33	06/26/59	F	Cau	Eng	D	Y	2
Gerba	Casie	E	542-06-4007	8713 SE 41st.	Milwaukie	OR	97222	786-0212	786-0212	21	11/10/71	F	Cau	Eng	S	Y	1
Ghere	Sally	L	542-70-8265	5440 SW 35th	Portland	OR	97219	245-5321	245-5321	31	07/06/61	F	Cau	Eng	D	Y	1
Gillespie	Sherry	S	275-46-7462	11172 Niles Rd.	Naches	WA	98937	509-658-22	538-2763	42	01/12/48	F	Cau	Eng	M	Y	0
Giroux	Patricia		556-98-1734	1571 SE Umatilla	Portland	OR	97202	236-1242	684-3930	29	10/08/60	F	Cau	Eng	S	Y	0
Gitome	Theresa	N	534-68-3471	3608 NE Killingsworth	Portland	OR	97211	284-1126	284-1126	41	11/31/46	F	Cau	Eng	D	Y	2
Glover	Janice	K	544-64-4493	13860 SW FarVista Dr.	Beaverton	OR	97005	643-5633	643-5633	37	10/03/52	F	Cau	Eng	M	N	0
Goudy	Lorinda	L	573-57-0512	2185 SW Borland Rd.	Westlinn	OR	97068	638-8808	638-8808	28	02/18/63	F	Cau	Eng	S	Y	0
Grant	Dorene	L	542-82-2311	535 SE 27th	Portland	OR	97214	233-1954	286-3095	27	01/20/64	F	Cau	Eng	D	Y	2
Gravelle	Charlotte	A	556-70-6670	100 SW 137th Ave.	Beaveton	OR	97006	643-8675	244-8842	39	02/20/50	F	Cau	Eng	D	Y	0
Gray	Denise	A	541-74-5900	105 NW Henry	Beaverton	OR	97005	641-3089	643-2567	34	10/24/58	F	Cau	Eng	D	Y	1
Green	Kelley	A	541-88-8165	2861 NE Fremont Dr.	Portland	OR	97220	253-6817	252-2767	31	02/20/61	F	Cau	Eng	S	Y	1
Green	Karen	M	540-88-6264	9424 N Tyler #A	Portland	OR	97203	289-4179	289-9489	30	02/07/62	F	Cau	Eng	S	Y	3
Green	Patricia	D	262-94-2955	6634 N Oberlin #12	Portland	OR	97203	283-7968	283-7968	45	09/01/47	F	Cau	Eng	D	Y	0
Green	Carol		544-92-3133	19355 SW 65th	Tualitin	OR	97062	692-9295	692-9295	24	04/22/65	F	Cau	Eng	D	Y	2
Griffith	Rodger	S	541-76-8539	1105 SW 66th #3201	Portland	OR	97225	292-5547	292-5547	30	08/03/62	M	Cau	Eng	M	N	0

Griggs	Stefani	D	544-02-7258	4570 SW 160th Apt. A	Aloha	OR	97007	641-3734	281-0454	26	12/10/66	F	Cau	Eng	Sep	Y	2
Guerra	Juan	A	542-02-9181	2956 N.E. 67th Ave.	Portland	OR	97213	288-1063	288-1063	49	01/26/43	M	His	Spa	M	Y	0
Guthrie	Dixie	B	544-74-6776	12652 SE Powell Apt.#4	Portland	OR	97236	760-8675	234-4346	31	10/21/60	F	Cau	Eng	Sep	Y	2
Guzman	Miguel	O	544-21-6454	1105 SE Alder St.	Hillsboro	OR	97123	640-9271	640-9271	23	04/02/69	M	His	Spa	S	Y	0
Haley	Mary	M	540-26-2545	6021 NW 60	Portland	OR	97210	220-0082	220-0082	28	06/05/63	F	Cau	Eng	S	Y	0
Hall	Janine	M	540-76-7510	715 SW 15th	Troutdale	OR	97060	665-5019	760-9148	31	04/03/61	F	Cau	Eng	D	Y	4
Hammond	Patsy	R	543-52-0920	16235 SW Vincent St.	Beaverton	OR	97007	648-5868	648-5868	48	08/01/45	F	Cau	Eng	D	Y	1
Hampton	Roland	D	542-15-3370	6112 N.E. 10th Ave.	Portland	OR	97211	288-3350	288-3350	22	05/08/71	M	AfAm	Eng	S	N	0
Hansen	Ruth	L	543-26-8540	2624 SE 182cd. #16	Gresham	OR	97030	665-5212	665-5212	32	05/14/59	F	Cau	Eng	S	Y	2
Happ	Susan	E	189-60-9964	900 NE Going St.	Portland	OR	97211	768-6687	1-378-8247	26	11/08/66	F	Cau	Eng	M	N	0
Harmon	Cindy	L	544-86-3715	3816 SE Llebe	Portland	OR	97202	658-2296	775-5502	30	11/14/62	F	Cau	Eng	D	Y	3
Harner	Cathy	R	543-78-5041	280 SE 12th Ave. #B-410	Hillsboro	OR	97123	648-0328	648-0328	28	Unknow	F	Cau	Eng	W	Y	2
Harral	Cheryl	L	540-76-5229	11208 SE Mill Ct.	Portland	OR	97216	253-3318	253-3318	34	10/23/58	F	Cau	Eng	D	Y	1
Harris	Ronald	L	546-77-9230	3645 N Michigan	Portland	OR	97227	284-7716	284-7716	35	09/05/57	M	AfAm	Eng	Sep	Y	6
Harrison	Shelly	A	542-02-3527	7017 N Oatman	Portland	OR	97217	289-3672	289-3672	26	12/01/64	F	Cau	Eng	D	Y	0
Harrison	Dana	D	544-08-1079	52129 Eggleston Ln.	Scappoose	OR	97056	543-6045	543-6045	19	02/28/73	F	Cau	Eng	S	N	0
Hart	Matthew	F	543-04-3137	4217 SE 72cd	Portland	OR	97206	775-3533	775-9217	24	03/22/68	M	Cau	Eng	S	Y	1
Hartzell	Rebecca	S	547-51-0464	3020 S.W. Vesta ST.	Portland	OR	97219	293-6508	714-970-80	31	04/26/66	F	Cau	Eng	S	Y	0
Hatton	Cheryl	L	541-94-3116	17740 SW Alexander	Aloha	OR	97006	591-0835	591-0835	26	07/10/65	F	Cau	Eng	D	Y	4
Hayes	Virginia	K	544-98-0233	5756 SW Main	Beaverton	OR	97005	626-2649	620-6639	28	07/24/63	F	Cau	Eng	Sep	Y	2
Heide	Angela	K	543-96-5043	2747 La Fave St.	West Linn	OR	97068	650-0089	650-0089	26	10/22/65	F	Cau	Eng	S	Y	0
Heinemann	Michelle	K	544-88-7599	17730 NW Cornell Rd. #8	Beaverton	OR	97006	531-0503	255-9566	27	09/20/64	F	Cau	Eng	S	Y	4
Hendershot	Lisa	R	558-83-2774	33016 Scap-Vern Hwy	Scappoose	OR	97056	543-2638	397-3813	23	11/24/69	F	Cau	Eng	S	Y	0
Hendrickso	Jody	A	544-68-7504	1013 SE 13th	Portland	OR	97214	233-4235	233-4235	33	12/30/57	F	Cau	Eng	M	N	5
Hernandez	Angelita	M	542-80-2425	Rt.3 Bx.272 F	Gaston	OR	97119	985-7130	357-7788	20	07/21/72	F	His	Spa	S	N	0
Herren	Becky	S	543-78-2736	10090 SW Beav/Hisdle H	Beaverton	OR	97005	644-4027	644-4027	28	04/25/63	F	Cau	Eng	S	Y	0
Hightower	Amy	M	481-74-0549	4445 SW 188th Apt.#3	Aloha	OR	97007	649-5360	591-8197	36	07/27/54	F	Cau	Eng	D	Y	1
Hinojos	Shirley	A	542-64-5702	8520 N Swiftway #49	Portland	OR	97203	283-5540	286-1386	39	09/11/52	F	His	Spa	D	Y	3
Hodges	Cassie	J	542-15-4669	1127 W 8th	Eugene	OR	97402	484-4602	625-5438	21	04/27/69	F	Cau	Eng	S	Y	0
Hoffman	Aleta	R	541-02-9735	6009 NE 60th Ave.	Portland	OR	97218	281-1401	281-0240	24	11/21/66	F	Cau	Eng	S	Y	2
Holland	Gary	L	496-44-4201	703 N.E. 79th	Portland	OR	97213	255-4592	255-7788	50	10/29/42	M	Cau	Eng	D	Y	0
Hough	Donna	A	557-08-1225	1169 Ryan Ct.	West Linn	OR	97068	656-5649	777-3121	31	09/04/56	F	Cau	Eng	M	N	3
Howard	Kathy	J	572-06-5902	2192 NE Barberry Ct.	Hillsboro	OR	97124	640-9256	627-0934	34	12/23/56	F	Cau	Eng	D	Y	2
Howell	Jeri	L	544-86-6358	507 SE 27th	Portland	OR	97214	233-5169	233-5169	30	10/09/61	F	Cau	Eng	D	Y	1
Hurley	Kathleen	E	543-68-8860	5311 NE 26th Ave.	Portland	OR	97211	282-8653	283-2529	35	04/10/56	F	Cau	Eng	Sep	Y	2
Ison	Kimberly	A	542-84-4874	1415 SW Custer Dr. A-4	Portland	OR	97219	244-2405	246-5733	33	07/01/59	F	Cau	Eng	D	Y	3
Jackson	Jenny	J	556-82-7048	8436 SE Division	Portland	OR	97266	771-4246	771-1902	44	11/28/48	F	Cau	Eng	D	Y	0
Jackson	Terry	L	261-75-7364	6217 N.E. 10th Ave.	Portland	OR	97211	284-9802	284-9802	18	10/24/74	M	AfAm	Eng	S	N	0
Jackson	Brenda	L	293-58-3206	1445 NE Skidmore	Portland	OR	97211	287-4201	796-6949	33	03/02/58	F	AfAm	Eng	M	N	3
Jemenez	Modesto	R	589-74-2054	1297 S Ivy St.Apt.#C	Cornelius	OR	97113	359-7554	359-7554	28	06/15/64	M	His	Spa	M	N	3
Jemenez	Miquel	R	612-65-5793	3421 S.W. 125th Ave.	Beaverton	OR	97005	643-3840	643-3840	25	09/06/67	M	His	Spa	S	Y	0
Jenda	Saralee	A	543-74-1777	2650 SE 136th	Portland	OR	97236	None	760-8336	33	11/02/59	F	Cau	Eng	D	Y	3

Jenkins	Lisa	M	543-74-4502	1505 N Colfax	Portland	OR	97217	289-9992	357-1928	33	06/30/58	F	AfAm	Eng	S	Y	0
Johns	Skyler	J	544-78-2602	17826 E burnside	Portland	OR	97233	661-4123	661-4123	31	04/05/60	F	Cau	Eng	Sep	Y	3
Johnson	Karen		542-68-3536	6688 SW 198th	Aloha	OR	97007	649-5631	649-5631	32	09/06/57	F	Cau	Eng	S	Y	2
Jones	Kristen	L	543-96-2630	3906 S.E. Douglass Ct.	Troutdale	OR	97060	667-3080	667-3080	26	08/23/66	F	Cau	Eng	D	Y	3
Kainz	Eric	M	541-84-4565	145 S.W. Fernwood	Beaverton	OR	97005	644-7052	644-7052	33	11/01/59	M	Cau	Eng	S	Y	0
Kapelczak	Mary	A	571-13-2454	641 SE 162cd. #1	Portland	OR	97233	256-5037	256-5037	34	05/04/56	F	Cau	Eng	S	Y	2
Karp	Cindy	D	521-86-8395	10570 SE Cherry Blosso	Portland	OR	97216	1-879-5319	1-879-5319	37	01/04/55	F	Cau	Eng	Sep	Y	2
Keady	Cheryl		540-72-7335	601 Siera Vista	Newburg	OR	97132	538-3497	538-3497	33	03/08/55	F	Cau	Eng	M	N	2
Kearney	Susan	L	540-64-2623	7917 SE 105th	Portland	OR	97266	771-5190	771-5190	30	04/17/59	F	Cau	Eng	S	Y	2
Kensworthy	Cathy	L	520-72-0001	615 SE Walnut	Hillsboro	OR	97123	640-3960	640-8178	34	12/16/57	F	Cau	Eng	D	Y	2
Kereczman	Donald	J	170-40-9306	1760 S.E. 52cd Ave.	Hillsboro	OR	97123	640-0764	640-0764	43	03/02/49	M	Cau	Eng	M	Y	3
Kerron	Juanita	Y	541-56-7896	4827 NE 47th	Portland	OR	97218	282-9902	255-5302	40	07/12/49	F	Cau	Eng	M	N	1
Kuhlman	Rebecca	A	483-80-2794	2120 S Dogwood	Cornelius	OR	97113	357-1850	357-1850	23	08/05/69	F	Cau	Eng	S	N	0
Lee	Cheong	H	116-78-3286	17650 NW Cornell Rd. #1	Beaverton	OR	97006	531-7270	531-7270	34	03/29/58	M	Asian	Asia	M	N	1
Lee	Claudia	J	541-70-5047	54658 Hwy 47 South	Vernonia	OR	97064	297-1154	645-1428	38	05/15/53	F	Cau	Eng	M	N	1
Lefler	Susanne	M	542-76-1498	4219 SE Rhone	Portland	OR	97206	777-6424	777-6424	30	03/28/62	F	Cau	Eng	Sep	Y	3
Leiser	Karel	F	559-08-8865	2831 SE 164th	Portland	OR	97236	760-7232	760-7232	32	03/09/60	F	Cau	Eng	D	Y	8
Leszar-King	Gail	M	543-44-2392	5644 SE Stark	Portland	OR	97215	253-6871	286-3749	50	03/23/42	F	Cau	Eng	D	Y	1
Litke	Brandi	D	540-94-3242	6009 NE Flanders #F8	Portland	OR	97213	233-1756	254-8180	28	05/21/63	F	Cau	Eng	S	Y	0
Lolich	Linda	L	516-52-6019	6667 SW 192cd Ave.	Aloha	OR	97007	642-2535	642-2535	44	11/21/47	F	Cau	Eng	D	Y	2
Lomax	Mary	E	450-43-8294	17450 SW Johnson St.	Aloha	OR	97006	649-8967	649-8967	28	03/24/63	F	Cau	Eng	S	N	0
Lorimor	Linda	M	531-82-1864	28 OC view Manor	Oregon Cit	OR	97045	650-8739	650-8739	23	11/25/69	F	Cau	Eng	S	Y	1
Ludwig	Linda	R	484-90-5139	6810 SW 26th #10	Portland	OR	97219	293-0865	293-0865	31	02/27/61	F	Cau	Eng	S	Y	0
Macdonald	Sheila	M	541-76-9897	6335 NE Oregon St.	Portland	OR	97213	231-8244	238-0587	28	10/31/61	F	Cau	Eng	M	N	1
Mack	Marley	E	540-25-6498	620 NW 341st.	Hillsboro	OR	97124	648-7026	648-7026	18	02/13/72	F	Cau	Eng	S	N	0
Madewell	Anthony	R	562-23-0770	21250 SW Alexander #16	Aloha	OR	97006	735-9334	640-5778	25	02/13/67	M	Cau	Eng	Sep	Y	1
Maenza	Sarah	M	542-92-4501	3268 NE 17th I-11	Gresham	OR	97030	665-1368	665-1368	27	04/19/63	F	Cau	Eng	S	Y	1
Maine	Susan	A	540-98-9221	1009 S.E. 31st #2	Portland	OR	97214	235-0957	235-0957	21	01/29/71	F	Cau	Eng	S	N	0
Matilton	Sheryl	L	556-11-7012	7602 N Wall	Portland	OR	97203	227-6422	285-2304	32	12/03/61	F	NatAm	Eng	D	Y	2
McWilliams	David	L	542-94-7537	18457 NE Heritage Pkwy.	Aloha	OR	97006	645-7506	645-7506	18	04/09/74	M	Cau	Eng	S	Y	0
Mccullier	Wendall	J	540-86-3949	10231 SE A St.	Milwaukie	OR	97222	786-3623	632-3500	33	09/03/59	M	AfAm	Eng	M	Y	3
Mcfarlane	Ann		541-84-5978	649 SE 32cd. #2	Portland	OR	97214	None	285-9321	32	05/07/58	F	Cau	Eng	S	N	1
Mckenzie	Gretchen	M	541-92-3467	Rt.Box 307	Gaston	OR	97119	985-7868	985-7868	31	10/02/60	F	Cau	Eng	S	N	0
Mckenzie	Shannon	M	542-86-5799	1136 SE 76th	Portland	OR	97215	253-5734	666-1709	29	08/01/62	F	Cau	Eng	D	Y	2
Mcloud	Tamera	L	541-94-1602	RT.2 BX.249 A	Forest Gro	OR	97116	357-5084	648-1164	29	09/10/63	F	Cau	Eng	Sep	Y	2
Mcnally	Cheri	L	542-86-0316	9130 S.E. Stephens	Portland	OR	97216	254-0725	644-9449	33	03/31/59	F	Cau	Eng	S	Y	2
Mead	Norma	J	526-84-6071	6970 SW King Blvd. #11	Beaverton	OR	97005	626-2802	626-2802	35	03/13/55	F	Cau	Eng	D	Y	2
Meade	Sarah	F	541-08-1497	245 NE 61st. #10	Portland	OR	97210	248-0231	248-0231	20	08/09/72	F	Cau	Eng	S	Y	0
Melchert	Susan	L	324-46-7094	2707 E 30th St.	Vancouver	WA	98661	206-696-93	206-696-93	34	Unknow	F	Cau	Eng	S	Y	0
Melo	Jose	J	540-25-1958	723 S.E. Walnut	Hillsboro	OR	97123	640-3841	640-3841	34	11/11/57	M	His	Spa	S	Y	1
Mendoza	John	N	538-70-0064	14130 SW Patricia Ave.	Hillsboro	OR	97123	628-2636	628-2636	24	03/28/68	M	His	Spa	S	Y	2
Menicosy	Sharon	M	543-80-3674	10914 SW 64th	Portland	OR	97219	245-0357	233-7767	32	06/02/58	F	Cau	Eng	D	Y	3

Millard	Karyn	E	543-84-8269	8725 SE 11th	Portland	OR	97202	234-4310	774-6943	29	03/28/63	F	Cau	Eng	D	Y	2
Miller	Brandy	R	282-80-7493	1560 S.W. 197th	Aloha	OR	97006	642-9681	642-9681	20	12/27/72	F	Cau	Eng	S	N	0
Miller	Kathy	L	543-76-9499	15973 S Apperson Blvd.	Oregon Cit	OR	97045	655-0885	655-0885	30	04/27/61	F	Cau	Eng	M	N	0
Mitchell	Eileen	M	576-58-0488	13790 SW Bonnie Brae St	Beaverton	OR	97005	520-1216	520-1216	41	03/28/51	F	Asian	Asia	M	N	2
~~Mitchell~~	~~Renauda~~	L	~~543-66-8116~~	~~929 NE Russett Apt.#13~~	~~Portland~~	OR	~~97211~~	~~286-5470~~	~~286-5470~~	28	07/06/63	F	Af/Am	Eng	S	Y	2
Monk	Suzanne	E	538-44-3795	15080 S Woodglen Wy.	Oregon Cit	OR	97045	656-5409	655-7866	44	04/04/46	F	Cau	Eng	M	N	2
Morgan	Debora	L	540-90-2900	4580 NE Portland Hwy.	Portland	OR	97218	281-9718	281-9718	32	10/30/60	F	Cau	Eng	Sep	Y	3
Morris	Carole	D	540-54-0060	9129 N Woolsey Ave.	Portland	OR	97203	285-5174	652-2524	30	06/29/62	F	Cau	Eng	D	Y	1
Mullins	Kathryn	A	267-71-9031	4147 SE 37th Ave.#1	Portland	OR	97202	771-3181	771-3181	22	09/12/70	F	Cau	Eng	D	Y	2
Mutch	Dorsa	S	561-56-3075	10965 SW Westword	Aloha	OR	97007	649-5605	591-8703	47	03/28/44	F	Cau	Eng	D	Y	0
Navarro	Jose	G	540-19-0141	6212 N Montana	Portland	OR	97217	286-3704	735-9362	19	03/11/73	M	His	Spa	S	N	0
Nazarchyk	Ingrid	P	045-42-9353	5209 NE 139th Loop	Vancouver	WA	98682	254-2734	254-2734	44	12/22/47	F	Cau	Eng	M	N	3
Nelson	Caressa	M	269-46-2070	6203 NE 38th St.	Vancouver	WA	98661	737-2903	693-7323	45	10/14/47	F	AfAm	Eng	D	Y	1
Newman	Lorraine	D	542-76-1498	6826 NE Killingsworth #4	Portland	OR	97211	284-7289	543-3566	30	03/28/62	F	Cau	Eng	S	Y	2
Nusbaum	Stacia	R	553-15-6431	737 SW Westwood Dr.	Portland	OR	97201	452-1843	452-1843	30	11/14/62	F	Cau	Eng	M	N	0
Olum	Tamara	K	542-66-7239	10135 N Mohawk	Portland	OR	97203	285-4545	289-7822	36	06/06/55	F	Cau	Eng	Sep	Y	5
Olds	Connie	J	543-66-2217	3434 NW 17th	Gresham	OR	97030	665-0296	682-2260	37	04/21/54	F	Cau	Eng	Sep	Y	2
Oliver	Cindy	L	544-78-7198	24922 SE Palmquist	Gresham	OR	97080	661-9052	661-4210	32	09/08/59	F	Cau	Eng	D	Y	4
Olson	Linda	E	542-68-5421	3336 SE 15th	Portland	OR	97202	771-3814	620-1994	38	08/02/53	F	Cau	Eng	S	Y	4
Ortega	Carlos		564-69-7296	17315 S Bradley Rd.	Oregon Cit	OR	97045	631-2717	631-2717	24	12/03/68	M	His	Spa	S	Y	0
Otto	Heidi	L	555-33-2393	1344 SW Taylors Fry. Ct.	Portland	OR	97219	245-2961	245-2961	32	11/14/59	F	Cau	Eng	M	N	0
Overton	Richard	P	372-78-7418	6235 NE 10th	Portland	OR	97211	284-5283	287-5623	20	09/11/72	M	AfAm	Eng	S	Y	1
Owen	Jefri	J	540-96-3535	655 Rose Ave.	Vernonia	OR	97064	429-3760	429-4850	27	07/12/62	F	Cau	Eng	D	Y	3
Owens	Celeste		543-86-5498	3690 SW 117th	Beaverton	OR	97005	626-2042	626-2042	26	01/01/63	F	AfAm	Eng	S	Y	2
Parcel	Emma	A	500-60-3974	8705 SW Washington Dr.	Portland	OR	97223	244-1692	246-2849	38	03/15/53	F	Cau	Eng	W	Y	1
Parks	Sharon		544-72-0578	11639 SE Flavel	Portland	OR	97266	761-9609	653-2156	30	Unknow	F	Cau	Eng	M	N	2
Parsons	Sharon	R	543-62-5643	3930 SE 67th	Portland	OR	97206	771-0877	775-7100	33	08/12/58	F	Cau	Eng	W	Y	1
Patterson	Dora	L	541-78-0609	711-4 SE 60th	Portland	OR	97215	232-1278	232-1278	33	02/24/55	F	Cau	Eng	D	N	2
Patton	Debbie	S	540-68-4836	3920 SE 122nd.	Portland	OR	97236	761-7115	761-7115	35	07/05/53	F	Cau	Eng	D	N	2
Perez	Alexis	R	543-80-0715	1528 NE 74th	Portland	OR	97213	257-8740	257-8740	20	05/22/71	F	His	Spa	S	N	0
Peterson	Carmen	M	244-72-5245	7121 N Fessenden	Portland	OR	97203	285-7256	238-7432	32	10/23/57	F	AfAm	Eng	D	Y	2
Peterson	Martha	E	397-74-1677	3203 S.E. Clinton	Portland	OR	97202	239-0024	239-0024	31	10/27/61	F	Cau	Eng	D	Y	2
Peterson	Sandra	M	542-74-7667	1185 S Sherwood Blvd.#	Sherwood	OR	97140	625-2207	538-4979	32	05/26/57	F	Cau	Eng	S	Y	1
Phillips	Dawn	C	543-90-8749	17890 SW Alexander #5	Aloha	OR	97006	None	642-3691	31	09/11/61	F	Cau	Eng	Sep	Y	2
Phillips	Craig	D	542-864-815	WCR 61 Bx. 9A	Banks	OR	97106	324-3755	324-3755	19	07/15/71	M	Cau	Eng	S	Y	0
Phillips	Deaborah	L	542-66-6277	9420 SW Pinto Terrace	Beaverton	OR	97005	641-0921	641-0921	40	09/16/51	F	Cau	Eng	M	N	1
Pierce	Charlena	D	545-06-9398	1956 NE Shannon Dr.	Hillsboro	OR	97124	357-5911	357-5911	35	10/24/57	F	Cau	Eng	M	Y	2
Plaske	Linda	R	542-60-7133	2707 SE 70th	Portand	OR	97206	774-5639	721-7867	37	12/18/56	F	Cau	Eng	S	Y	0
Polley	Leslie	A	543-80-6842	6830 SE 50th	Portland	OR	97206	775-2364	775-2364	34	05/04/58	F	Cau	Eng	S	Y	1
Ponce	David	I	540-25-1597	1535 S.E. Maple St.#2	Hillsboro	OR	97123	640-1765	640-9449	34	10/27/58	M	His	Spa	M	Y	1
Post	Kimberly		567-06-2220	6912 SE Yamhill	Portland	OR	97215	255-4460	255-4460	27	Unknow	F	Cau	Eng	M	N	2
Poston	Versia	D	543-62-9377	200 SE 7th Ave.	Portland	OR	97214	281-9488	284-0691	38	03/24/51	F	AfAm	Eng	S	Y	1

Potter	Terry	L	540-42-4307	9429 SW View Point Terr.	Portland	OR	97219	244-2279	230-0442	47	02/05/44	F	Cau	Eng	S	Y	0
Pritchett	Teresa	K	544-72-5044	126 S 23rd. Ave.	Cornelius	OR	97113	357-1110	357-1110	35	02/13/56	F	Cau	Eng	D	Y	4
Pruitt	Susan	L	544-90-4666	3120 NW John-Olsen #1	Hillsboro	OR	97124	690-6845	690-6845	32	05/07/59	F	Cau	Eng	M	N	1
Quinnett	Victoria	L	561-27-3705	8701 NE 54th St. L-14	Vancouver	WA	98662	206-253-54	206-253-54	33	03/02/59	F	Cau	Eng	D	Y	3
Rachko	Chris	J	200-50-8676	3504 SE Madison	Portland	OR	97214	239-6014	274-9591	34	12/13/57	F	Cau	Eng	S	Y	0
Ramirez	Tami	A	274-52-6165	6200 SW 179th	Aloha	OR	97007	642-2298	649-7038	40	12/28/51	F	Cau	Eng	M	N	2
Ray	Alta	L	543-80-5169	4736 NE 32nd.	Portland	OR	97211	288-8823	253-3919	32	09/12/60	F	Cau	Eng	S	Y	5
Reigle	Tonja	L	542-74-2138	5905 NE 58th St.	Vancouver	WA	98661	695-7024	771-9693	29	02/12/60	F	Cau	Eng	S	Y	0
Rich	Linda		518-60-6103	PO BX 391	Silverton	OR	97381	873-3774	873-3774	35	04/22/53	F	Cau	Eng	D	Y	3
Robinson	Kim	L	524-27-2690	5630 SE Main	Portland	OR	97206	788-9054	788-8740	25	01/22/66	F	Cau	Eng	D	Y	3
Robinson	Jennifer	J	473-76-1919	7621 N Edison	Portland	OR	97203	286-8241	286-3148	21	02/16/70	F	Cau	Eng	S	N	0
Rogers	Vershell	R	543-84-1553	3134 SE 8th Ave.	Portland	OR	97202	233-3754	285-6416	31	12/10/60	F	Cau	Eng	D	Y	2
Rohleder	Lisa	M	216-62-3823	2657 NW Thurman	Portland	OR	97210	223-5907	221-6994	24	06/11/68	F	Cau	Eng	S	Y	0
Romas	Kimberly	N	518-17-0148	10295 153rd.	Beaverton	OR	97005	646-6539	524-4443	22	07/08/70	F	Cau	Eng	D	Y	2
Rongerude	Jane	M	541-13-9474	2534 SE 35th	Portland	OR	97202	230-0669	230-0669	22	05/05/70	F	Cau	Eng	S	N	0
Ross	Sam	N	544-06-5539	2435 S.W. Ecole St.	Beaverton	OR	97005	526-9729	233-6749	20	05/12/72	M	Asian	Asia	S	N	0
Roth	Kim	S	300-48-9452	2370 SW Cedar St.	Portland	OR	97205	226-0076	226-0076	44	12/04/47	F	Cau	Eng	D	Y	0
Rowland	Barbara	F	455-72-8525	17965 NW Arcadia St.	Portland	OR	97229	629-5366	281-8513	44	04/05/46	F	Cau	Eng	D	Y	0
Rowland	Robin	D	531-48-8768	9325 SW Meadow Ln.	Portland	OR	97225	292-2490	640-8514	44	08/19/46	F	Cau	Eng	D	Y	2
Ruiz	Salvador	G	280-62-6523	2919 S.E. 38th Ct.	Hillsboro	OR	97123	693-0801	693-0801	34	03/22/58	M	His	Spa	M	Y	4
Ruppel	Michelle	R	543-86-5908	12620 SE Harold	Portland	OR	97236	762-0287	762-0287	29	07/10/62	F	Cau	Eng	S	Y	1
Ryan	Ashley	J	190-44-2660	3013 SE Waverleigh #6	Portland	OR	97202	760-4007	760-4007	41	11/22/51	F	Cau	Eng	S	Y	1
Ryder	Christie	L	427-19-4836	122 NW Dennis	Hillsboro	OR	97124	640-2130	640-2130	34	07/13/56	F	Cau	Eng	D	N	2
Salanti	Sonja	K	452-49-5494	143 NE Dekum	Portland	OR	97211	289-8127	228-4651	21	07/04/70	F	Cau	Eng	S	Y	0
Saunders	Kathleen	M	387-48-4665	6081 SW Bonita Rd. #L 3	Lake Oswe	OR	97035	620-2392	620-2392	36	11/06/55	F	Cau	Eng	S	N	0
Sayles	Kathryn		475-96-6018	9775 SW Rodeo Pl.	Beaverton	OR	97005	626-8724	620-8724	38	Unknow	F	Cau	Eng	M	N	0
Scheans	Susanne	M	541-72-3312	18540 SW Boones Ferry	Tualitin	OR	97062	692-3851	620-4426	40	10/01/52	F	Cau	Eng	S	Y	1
Scheer	Alice		549-06-2633	2809 SE 17th	Portland	OR	97214	254-9342	238-3792	32	1957	F	His	Spa	D	Y	3
Schillinger	Catherine	R	020-54-7785	2715 NE Bufton	Portland	OR	97232	281-0248	775-4351	28	01/29/62	F	Cau	Eng	S	N	0
Schlechter	Jeanne	T	544-80-7651	5430 SE Logus Rd.	Milwaukie	OR	97222	654-6501	631-6501	32	10/04/59	F	Cau	Eng	S	Y	0
Schmidt	Carolyn	E	543-62-5983	13431 NW ford Rd.	Gaston	OR	97119	1-662-4315	639-6300	38	05/28/52	F	Cau	Eng	S	N	0
Schneider	Carolyn	L	544-76-9133	2185 SW 208th Ave.	Aloha	OR	97006	642-3167	645-3552	32	02/20/58	F	Cau	Eng	M	N	2
Schrag	Timothy	J	541-13-3784	11895 S.W.95	Tigard	OR	97223	639-5286	639-5286	22	05/26/70	M	Cau	Eng	S	N	0
Schuette	Margaret	L	271-48-6531	3042 NE 51st. Ave.	Portland	OR	97213	282-9798	282-9798	40	02/27/51	F	Cau	Eng	S	N	0
Scott	Katy	A	541-68-7499	39382 SW Hartley Rd.	Gaston	OR	97119	985-3267	985-3267	39	06/23/54	F	Cau	Eng	D	Y	2
Setniker	Marcy	L	540-04-5085	823 SE 45th	Portland	OR	97215	238-6024	624-6007	27	03/31/64	F	Cau	Eng	S	Y	0
Settle	Katharine	E	541-40-4422	PO BX 1327	St.Helens	OR	97015	738-8316	397-2621	52	08/27/38	F	Cau	Eng	Sep	Y	1
Sexton	Stacey	J	540-17-2563	13920 NW Marshall	Portland	OR	97229	645-2485	494-5610	19	01/08/72	F	Cau	Eng	S	N	0
Shade	Kathleen	J	540-58-2740	16056 Butteville Rd.	Woodburn	OR	97071	981-5358	682-4603	42	11/05/49	F	Cau	Eng	M	N	2
Shaw	Patricia	L	419-96-0642	6019 N Gay St.	Portland	OR	97217	286-2978	286-2987	30	06/23/61	F	Cau	Eng	D	Y	2
Sheldon	Gary	E	544-68-6801	537 S.E. 14th	Hillsboro	OR	97123	640-5890	649-7938	36	08/30/56	M	Cau	Eng	Sep	Y	2
Shih	David		539-04-2731	1410 S.E. 159th	Portland	OR	97233	257-3934	257-3934	36	04/08/56	M	Asian	Asia	M	Y	2

Shorey	Ingrid	L	544-78-7927	567 Holmes Ln.	Oregon Cit	OR	97045	591-1059	626-3287	30	04/17/59	F	Cau	Eng	M	N	1
Siler	Charles	L	537-86-3924	1948 W. Burnside #206	Portland	OR	97209	227-1019	752-6259	19	10/07/73	M	Cau	Eng	S	Y	0
Smith	Carla	M	540-08-5580	8750 SW Scoffins St. #1	Tigard	OR	97223	684-5982	684-5982	26	12/29/65	F	Cau	Eng	S	Y	1
Smith	Joel	C	544-94-0118	17145 N.E. Irving	Gresham	OR	97030	257-7865	296-6031	19	09/28/73	M	Cau	Eng	S	N	0
Smith	Rebecca	L	542-80-5535	2117 Willamette Falls Dr.	West Linn	OR	97068	656-3977	656-3977	31	04/23/59	F	Cau	Eng	S	N	0
Smith-Cove	Richard	W	523-60-3366	2120 S.E. 87th	Portland	OR	97217	774-6364	774-6364	48	10/28/44	M	NatAm	Eng	M	N	0
Snell	Travern	E	541-46-3016	8201 E SE Powell	Portland	OR	97215	257-3864	631-7942	50	10/27/40	F	Cau	Eng	S	Y	0
Snyder	Tracey	J	541-76-6582	12525 SE Stephens	Portland	OR	97236	253-2255	228-1798	32	05/07/59	F	Cau	Eng	D	Y	1
Solomon	June	M	517-64-9487	3333 SE Main	Portland	OR	97214	238-7236	292-9227		Unknow	F	NatAm	Eng	D	Y	1
Speake	Heide	A	544-90-7582	445 SE 6th	Hillsboro	OR	97123	681-0314	681-0314	28	06/28/63	F	Cau	Eng	M	N	3
Spivey	Kim	L	544-68-8515	1025 Bellevue St.	Gladstone	OR	97027	656-0526	645-4007	37	03/11/54	F	Cau	Eng	D	Y	3
Stanley	Patricia	R	570-17-6072	2736 Main St. #91	Forest Gro	OR	97116	357-7982	640-1358	32	02/15/60	F	Cau	Eng	D	Y	1
Stark	Nanette	L	542-19-5094	13210 SE Division #6	Portland	OR	97236	761-3308	760-4391	19	10/27/71	F	Cau	Eng	S	Y	0
Stark	Joanne	L	544-68-9620	20695 SW Essen Ct.	Aloha	OR	97007	642-5061	642-5061	36	01/20/54	F	Cau	Eng	D	Y	4
Stephen	Cindy	R	542-90-5203	PO BX 1424	Hillsboro	OR	97123	640-0607	640-0607	29	10/29/60	F	Cau	Eng	Sep	Y	2
Stinger	Cara	J	541-08-9727	7610 N Chatham	Portland	OR	97217	780-0284	780-0284	27	05/23/66	F	Cau	Eng	S	Y	0
Stoecklein	Florisea	M	541-86-1749	8011 SE Clackamas St.#	Milwaukie	OR	97222	774-2940	771-7726	29	05/14/62	F	Cau	Eng	S	Y	1
Storkson	Trisha	L	516-04-6312	5670 SW 196th	Aloha	OR	97007	649-6090	649-6090	23	08/07/69	F	Cau	Eng	S	Y	1
Swanson	Sherrie	A	542-60-3846	12570 SW 69th	Tigard	OR	97223	244-4582	252-7689	39	03/31/54	F	Cau	Eng	S	Y	2
Swanson	Tylene	M	541-88-0772	12570 SW 69th	Tigard	OR	97223	684-9837	684-9837	20	04/30/73	F	Cau	Eng	S	N	0
Swartsfager	Glenda	A	543-78-4520	8234 SE 76th	Portland	OR	97206	771-5338	771-5338	30	12/20/62	F	Cau	Eng	D	Y	1
Swift	Pam	J	540-92-1681	18200 Dahlager St.	Sandy	OR	97055	668-9466	667-2538	29	10/13/62	F	Cau	Eng	D	Y	2
Talley	Karla	I	541-72-1797	6936 NE 13th	Portland	OR	97211	286-2272	280-5724	34	08/28/58	F	AfAm	Eng	S	Y	0
Tamerius	Julianna		544-11-7307	3006 SE 77th Ave.	Portland	OR	97206	771-2956	771-2956	18	1971	F	Cau	Eng	S	N	0
Tanner	Fairell	L	542-78-7008	5017 NE 10th	Portland	OR	97211	None	282-3367	23	05/02/69	F	AfAm	Eng	S	N	0
Tarro	Suzanne	M	544-90-4022	5905 NE 58th St.	Vancouver	WA	98661	695-7024	636-9687	27	08/27/62	F	Cau	Eng	S	Y	0
Tavera	Julian	C	540-66-4926	2751 N.W. Phillips Rd.	Gaston	OR	97119	662-3851	985-7351	37	01/10/55	M	His	Spa	Sep	Y	1
Taylor	Jennice	A	541-72-1808	6217 NE 10th Ave.	Portland	OR	97211	287-9757	281-0375	33	03/16/57	F	AfAm	Eng	D	Y	4
Terry	Kristen		558-74-9199	901 SW King # 12J	Portland	OR	97205	224-0352	672-4693	40	08/03/49	F	Cau	Eng	D	Y	0
Thompson	Stacey	L	542-96-0060	2763 A NW Quimby	Portland	OR	97210	248-1070	248-1070	24	03/19/67	F	Cau	Eng	S	Y	0
Thompson	Mckeever	W	462-92-9639	6216 N.E. 10th	Portland	OR	97211	280-8813	280-8813	40	11/17/52	M	AfAm	Eng	M	Y	3
Tompkins	Penny	A	549-04-7303	3249 NE Knott	Portland	OR	97212	287-7373	287-7373	36	04/01/56	F	Cau	Eng	S	Y	0
Tose	Leslie	W	031-50-2834	16428 NW Rochcard	Portland	OR	97213	621-3823	621-3010	34	03/24/56	F	Cau	Eng	S	Y	0
Tracy	Valerie	J	544-88-5705	4660 NW Sewell Rd.	Hillsboro	OR	97124	640-5766	292-5570	31	10/29/60	F	Cau	Eng	M	N	2
Umsheid	Debi	M	540-70-2949	19460 S StillMeadow Dr.	Oregon Cit	OR	97045	657-8659	636-8531	35	12/10/53	F	Cau	Eng	D	Y	1
Uong	Eldora	R	543-86-3266	1207 SE Haig	Portland	OR	97202	233-7315	227-1161	28	02/07/63	F	His	Eng	D	N	1
Valadez	Javier	B	542-94-2850	4622 S.E. 67th	Portland	OR	97206	775-7812	771-7173	35	03/06/57	M	His	Spa	S	Y	0
Valdez	Oralia	None	540-84-3586	6539 NE Broadway #29	Portland	OR	97213	None	252-3216	28	07/04/63	F	His	Spa	D	Y	3
Vance	Doris	V	540-66-5856	3036 NE 9th	Portland	OR	97212	282-7264	282-7264	36	08/01/55	F	AfAm	Eng	Sep	Y	1
Vanloo	Sheri	L	543-80-7994	271 S. 4th Ave.	Cornelius	OR	97113	1-357-1615	357-1493	29	07/05/62	F	Cau	Eng	S	N	0
Veach	Laurie	A	542-70-5671	2740 NE Fremont Dr.	Portland	OR	97220	256-0570	256-0570	34	08/14/54	F	Cau	Eng	M	N	3
Vinson	Darlene		543-64-7668	4052 NE 22nd	Portland	OR	97212	282-9846	282-9846	38	11/02/51	F	Cau	Eng	M	N	1

Wade	Robert	L	371-36-9113	4065 N Vancouver Ave.	Portland	OR	97227	281-9146	281-9146	55	12/04/37	M	AfAm	Eng	D	Y	1
Wagner	Jeanette	K	150-62-3059	15390 SW Davis Rd.	Beaverton	OR	97005	641-5840	231-3928	30	07/29/61	F	Cau	Eng	S	Y	0
Walker	Caryn	J	544-72-9271	5132 NE Everett	Portland	OR	97213	238-6409	289-4958	32	12/14/57	F	Cau	Eng	Sep	Y	2
Walston	Julie	L	542-78-9673	16000 SE Alder #2	Portland	OR	97233	257-8026	661-1151	34	11/03/56	F	Cau	Eng	S	Y	1
Ward	Karen	B	215-52-6354	701 NE 28th #31	Portland	OR	97232	231-7942	231-7942	26	01/15/63	F	Cau	Eng	S	Y	0
Waters	Sallee	A	517-44-5490	2380 SW Balsam Ave.	Beaverton	OR	97005	641-6894	641-6894	49	12/17/40	F	Cau	Eng	D	Y	2
Weathersby	Barbara	E	541-72-4619	4036 SE 14th	Portland	OR	97202	236-6015	861-3527	32	03/19/58	F	Cau	Eng	Sep	Y	1
Wendlandt	Lauralie		540-90-9195	51509 SW Em Watts Rd.	Scappoose	OR	97056	None	543-7770	18	04/25/74	F	Cau	Eng	S	N	0
West	Sherri	L	542-70-1155	110 Browning Ave. SE #4	Salem	OR	97302	588-2387	873-4690	38	10/17/53	F	Cau	Eng	D	Y	0
West	Lloyd	C	543-86-2765	15516 S.E. Division	Portland	OR	97236	260-3638	255-2998	22	10/19/70	M	AfAm	Eng	M	Y	2
Whipps	Sharon	M	540-62-2977	3426 SE Main	Portland	OR	97214	233-8080	242-1112	40	12/06/52	F	Cau	Eng	S	Y	0
Whitmarsh	Susan		516-66-2202	PO BX 689	Scappoose	OR	97056	397-7842	293-3746	41	11/25/50	F	Cau	Eng	Sep	Y	0
Williams	Darlene	N	536-76-9784	5152 SE 17th	Portland	OR	97202	233-1209	233-1209	31	05/11/61	F	AfAm	Eng	S	Y	0
Williams	Tina	M	540-02-5657	12526 SE Powell	Portland	OR	97236	761-2039	761-2039	26	10/19/65	F	Cau	Eng	Sep	Y	3
Williamson	Beverlie	A	270-64-7429	3707 SW Baird St.	Portland	OR	97219	452-0108	692-1212	34	04/01/57	F	Cau	Eng	M	N	0
Wooding	Jason	C	544-06-6446	14650 N.W. Cornell Rd.#	Portland	OR	97229	None	643-5285	20	02/24/72	M	AfAm	Eng	S	N	0
Woodsong	Beverlie	K	567-29-4811	6611 SE 51st.	Portland	OR	97206	774-0969	774-0969	32	10/29/58	F	Cau	Eng	M	N	1
Wright	Carol	A	571-35-2730	3584 SE Kelly St.	Portland	OR	97202	233-7730	227-1682	33	05/20/57	F	Cau	Eng	Sep	Y	0
Wroten III	Florence	C	541-74-5739	13045 Neptune Dr.	San Leand	CA	94577	415-351-27	284-1053	33	06/22/58	F	Cau	Eng	W	Y	1
Young	Janine	A	544-66-0634	6111 SE 86th	Portland	OR	97266	774-1283	252-2052	38	07/05/52	F	Cau	Eng	D	Y	4
Youngs	Debra	A	541-64-9998	1535 SE Maple St. #4	Hillsboro	OR	97123	640-9516	640-9816	41	05/19/51	F	Cau	Eng	D	Y	1

HILDREN AGES	REFERRA SOURCE	PRE-TRAINING OCCUPATION	EMPLOYMENT STATUS	WAGE	INCOME SR DURING TRN	FUNDS SOURC PCC FEES/TUIT	WKS TNG COMPL	EARLY WITHDR REASON	HAS D/L	EDUC LEVEL	ACADEMIC STATUS GPA	HONO ROLL	COMP DATE
NA	Brochure	Verifier	Emp	5.00	Job	Self	22		Y	12	3.28	Yes	3/91
NA	Friend	Manual Labor	Unemp	0.00	Job	PCC Waived	22	Moved to NY	Y				9/92
Under 18	Friend	Sales	Unemp	6.50	AFDC	Mt.Hood C.C.	22		Y	GED			3/92
Under 18	Newspap	Homemaker	Unemp	0.00	Spousel Sup	PCC Waived	22		Y	12			6/90
Under 18	Steps	Housekeeping	Unemp	4.25	AFDC	Pell Grant	22		N	GED	3.00		3/91
Under 18	PCC	Deli Clerk	Emp	4.60	Job/Spouse	Self	22		Y	12	3.36	Yes	3/91
NA	TPIC	General Labor	Unemp	7.75	Unemployme	P.I.C.	Inc.	Early Placement	Y	GED			Inc
Under 18	TV	Assembly	Emp	5.05	Job/AFDC	Pell Grant	22		Y	GED			12/89
Under 18	Radio	Shipp. Clerk	Unemp	5.50	Child Supp.	Pell Grant	Inc.	Dropped	Y	Elem			Inc
NA	Friend	MiniLab Tech	Unemp	4.25	Disability	Pell Grant	22		Y	Mill	3.07		3/91
NA	Pamphlet	Administrator	Unemp	19.23	Savings	PCC Waived	22		Y	BA			6/90
Under 18	Radio	Manual Labor	Emp	6.00	Job	Pell Grant	22		Y	Elem.			3/93
NA	Friend	Caregiver	Emp	6.00	Job/Spouse	Self	22		N	Coll			9/92
NA	PCC	Floor Person	Unemp	6.67	Life Insur.		22		Y	12	3.31	Yes	3/91
Under 18	Friend	Contractor	Emp	12.50	Job/Spouse	PCC Waived	22		Y	BA			6/90
NA	Friend	Bellperson	Emp	5.00	Job/Loan		22		Y	AS	3.33	Yes	3/91
Under 18	TV	Real Estate	Unemp	Comm.	Spouse	Pell Grant	Inc		Y	12			Inc
NA	Friend	Manual Labor	Emp	5.75	Job	PCC Waived	Inc.	Early Placement	Y	Elem			Inc
Under 18	PCC	Secretary	Emp	6.25	Job	Pell Grant	22		Y	12			6/90
NA	TPIC	Manual Labor	Unemp	10.00	Unemplomen	PIC	22		Y	12			9/92
Under 18	Newspap	Pract. Nurse	Emp	8.50	Job	PCC Waived	22		Y	AS			6/90
Under 18	New Dir.	Nurses Aide	Unemp	3.35	AFDC	Pell Grant	22		N	GED			12/89
NA	Friend	Security	Emp	12.00	Job	Self	22		Y	GED	3.90	Yes	3/91
Under 18	Steps	Waitress	Unemp	5.38	AFDC	AFS/Grant	22		N	Elem	2.64		3/92
Under 18	New Dir.	Volunteer	Unemp	0.00	Alimony/Sup	Pell Grant	22		Y	Coll			12/89
Under 18	STS	General Labor	Unemp	5.00	AFDC	Grant/PIC	22		N	Elem			9/92
Under 18	Friend	Assembly	Unemp	4.50	AFDC	Pell Grant	22		Y	Coll			3/91
NA	Brochure	Cook	Emp	5.00	Job/Parents	Parents	22		N	12			3/93
NA	Friend	General Labor	Unemp	6.00	Unempl.Insur	Pell Grant	22		N				9/92
Under 18	TPIC	General Labor	Unemp	5.00	AFDC	P.I.C.	Inc.	Quit	N	Voc			Inc
NA	Sister	Bakery	Emp	8.17	Job	Pell/Perkins	22		Y	12			3/92
Under 18	Teacher	Fast Food	Unemp	5.50	AFS	Pell Grant	Inc.	Unknown	N	GED			Inc
NA	TRA	Assembly	Unemp	7.00	Unemployme	TRA	22		Y	Elem			6/93
Under 18	PCC	Airforce Secr	Unemp	8.38	ChildSup/Dis	Self	Inc.	Unknown	Y	Coll			Inc
Under 3	Friend	Gas Attendent	Unemp	5.25	Personal	Pell Grant	Inc	Unknown	Y				5/92

NA	TV News	Telephone Op.	Unemp	5.00	Spouses Job	Self	22		Y	GED			3/91
Under 18	Friend	Housekeeping	Emp	6.59	Job	PCC Waived	22		Y	12			6/90
Under 18	Brochure	Flagger	Emp	17.00	Job	Pell Grant	22		Y	12	4.00	Yes	3/93
NA	Friend	U.S. Navy	Emp	Unkno	Navy Job	Self	22		Y	12			6/93
Under 18	Friend	Florist	Unemp	3.35	AFDC	PCC Waived	22		Y	12			6/90
Under 3	Parent	Sales	Unemp	5.00	Spouses Job	Pell Grant	22		N	12			3/92
Under 3	Wife	General Labor	Unemp	8.50	AFDC		Inc.	Dropped by AFS					Inc
Under 18	AFS	Waitress	Unemp	4.25	AFDC		22		Y	12			3/91
Under 18	New Dir.	Janitorial	Unemp	4.50	AFDC	Pell Grant	22		Y	Coll			12/89
NA	Recruiter	Secretary	Unemp	5.50	Parent	PCC Waived	22		N	12			3/93
NA	Recruiter	Cashier	Unemp	4.75	Grandparents	Grandparents	Inc.	Moved out of St	N	Elem			Inc
Under 3	AFS	Manual Labor	Unemp	10.30	AFDC	Pell Grant	Inc.	Surgery	Y	GED			
Under 18	Newspap	None	Unem	0.00	None	PIC	Inc	Personal	N	GED			Inc
NA	Friend	Production	Unemp	6.00	None	PIC	22		N	12			6/93
Under 18	Radio	Janitorial	Emp	10.15	Job	Self	Inc.	Medical Problem	Y	Elem			Inc
NA	Church		Unemp	0	Parents		22		N		2.93	No	9/92
Under 18	Church	Manual Labor	Unemp	6.50	AFDC/Unemi.	PCC Waived	22		Y	Coll	2.93	No	9/92
Under 3	AFS	General Labor	Unemp	5.50	AFDC	Pell Grant	Inc		N	GED			
Under 3	Recruiter	Manual Labor	Emp	6.25	Job	O.H.D.C.	22		Y	12	3.94	Yes	9/92
NA	Friend	Janitorial	Emp	4.62	Job	Pell Grant	22		Y	12			12/89
Under 18	Radio	General Labor	Emp	5.50	Job	Self Paid	22		Y	GED	3.81	Yes	9/92
NA	Recruiter	Warehouse	Unemp	9.00	Spouse	Pell Grant	22		Y	12	4.00	Yes	3/93
NA	Unemp.A	Laboror	Emp	5.00	Job	Scholarship	22		Y	GED			12/89
Under 18	New Dir.	Mailroom	Unemp	5.50	AFDC	Scholarship	22	Medical	N	GED			12/89
Under 18	Friend	Customer Serv	Unemp	7.00	Unemp/Spou	Self/Grant	22		Y	GED			3/93
Under 18	Steps	Math Lab Inst	Unemp	4.75	AFDC	Pell Grant	22		Y	Coll			3/93
NA	Newspap	Arch. Intern	Emp	9.00	Job/Spouse	Self	22		Y	BA			3/91
NA	Radio	Janitorial	Emp	5.90	Job	Self/Grant	Inc.	Unknown	Y	BA			Inc
Under 18	AFS	Cashier	Unemp	5.75	AFDC	AFS/Grant	Inc		Y	Tech			Inc
Under 18	Friend	General Labor	Emp	5.50	Job	O.H.D.C.	22		Y	Voc	3.78	Yes	9/92
NA	Friend	Clerical	Unemp	4.50	Unknown	Pell Grant	Inc.	Unknown	Y	Elem			Inc
NA	Voc.Reha	Manual Labor	Unemp	6.00	Spouse	Voc.Rehab	22		N	GED			3/93
Under 18	TPIC	Unknown	Unemp	Unkno	Unem/Vetera	PIC	Inc	Unknown	N	Unknown			Inc
NA	Voc/Tech	Janitorial	Unemp	6.85	Unemployme	PCC Waived	22		Y	GED			6/90
Under 18	Friend	Warehouse	Emp	7.74	Job/Spouse	Pell Grant	22		Y	12			12/89
NA	Friend	Book Sells	Emp	5.10	Job/Family	Self/Family	22		Y	12			3/93
Under 18	New Dire	Waitress	Unemp	4.00	Husband/Job	Spouse	Inc.	Family Problems	Y	11			Inc
NA	Counselo	Designer	Unemp	7.50	TRA/Savings	TRA	22		Y	BA			3/93
NA	Newspap	Secretary	Emp	8.00	Job/Family	Self	22		Y	Coll			
Under 18	Friend	Clerical	Unemp	8.00	AFDC	Pell Grant	Inc.	Unknown	N	12			
Under 18	AFS	Spot Welder	Unemp	7.15	AFDC	Pell Grant	22		Y	GED			3/92
Under 3	TV	Unknown	Emp	Unkno	Job/Spouse	Pell Grant	22		Y	Coll			12/89

Under 18	AFS	Clerical	Unemp	7.00	AFDC	Pell Grant	Inc.	Dismissed	Y	GED		
NA	Newspap	Set-up Crew	Emp	9.00	Savings	Self	22		Y	12		3/93
Under 18	Steps	Clerical	Unemp	5.50	AFDC	Pell Grant	22		Y	GED		9/92
Under 18	Steps	General Labor	Unemp	5.00	AFDC	Steps/Grant	22		N	GED		6/93
Under 18	PCC	Florist	Emp	5.75	Job/Spouse	Self	Inc.	Unknown	Y	GED		6/90
1(18),1(3)	Catalog	Musician	Emp	Varies	Job	Self	Inc.	Early Placement	Y	12		Inc
NA	Friend	Assembly	Unemp	7.08	Unemployme	PCC Waived	Inc.	Family Problems	Y	Coll		Inc
NA	HS Couns	Assembly	Unemp	Varied	Savings	PCC Waived	22		Y	12		6/90
Under 3	AFS	Fast Food	Unemp	4.75	AFDC	Pell Grant	22		Y	12		6/93
NA	Radio	Maintenance	Emp	7.00	Job	Pell Grant	22	Personal	Y	12		12/89
Under 18	Newspap	Fast Food	Emp	4.25	Job/Spouse	Pell Grant	22		Y	12		12/89
NA	PCC	Cashier	Unemp	3.35	Parents	Parents			Y	12		
Under 18	Steps	General Labor	Unemp	4.00	AFDC	Voc.Rehab/AFS	22		Y	GED		9/92
2(18)1(3)	AFS	Marketing Dir	Unemp	6.00	AFDC	Pell Grant	22		Y	Coll	3.67	3/92
NA	Friend	Waitress	Emp	4.75	Job	Self	22	Dropped	Y	AS		12/89
NA	Friend	Bartender	Emp	5.00	Job/Spouse	Self	Inc.	Unknown	Y	GED		Inc
2(18)1(3)	Steps	General Labor	Unemp	4.25	AFDC	Pell Grant	Inc.	Dropped	Y	Elem		
Under 18	TV	Clerical	Emp	3.10	Job/Spouse	PCC Waived	22		Y	GED		6/90
NA	PCC	General Labor	Unemp	6.00	Savings		22		Y	GED		3/91
Under 3	TPIC	General Labor	Unemp	6.17	Parents	Self	Inc.	Apprenticeship	N	GED		Inc
NA	PCC	Gas Attendant	Emp	4.75	Job	Self	Inc.	Unknown	Y	12		Inc
Under 3	Friend	Janitorial	Unemp	6.50	Unemployme	Self	Inc.	Financial Prob.	Y			Inc
Under 18	PCC	Handcrafter	Emp	Varies	Job/Spouse	Self	Inc		Y	Coll		Inc
NA	PCC	Furniture	Emp	9.00	Job/Family	PCC Waived	22		Y	BA		6/90
Under 3	AFS	Book Binder	Unemp	5.00	AFDC	Mt.Hood C.C.	22		Y	Elem		3/92
NA	Newspap	General Labor	Emp	7.30	Job/Savings	Self Paid	22		Y	GED		9/92
Under 18	Sister	Fast Food	Unemp	5.24	AFDC	Pell Grant	Inc.	Dismissed	Y	12		Inc
Under 18	AFS	General Labor	Unemp	5.00	AFDC	AFS/Deferred	Inc		Y	Elem		Inc
Under 18	Counselo	Homemaker	Unemp	0.00	AFDC	Pell Grant	Inc.	Unknown	Y	GED		Inc
NA	PCC	Assembly	Emp	6.00	Job	PCC Waived	22		Y	Voc		6/90
NA	TV	Real Estate	Emp	Varies	Job	Pell Grant	Inc	Family Death	Y	Coll		Inc
Under 18	Friend	Housekeeper	Unemp	6.75	Other	Pell Grant	Inc	Unknown	Y	GED		Inc
NA	Radio	Longshore Ca	Emp	15.00	Job/Spouse	PCC Waived	22		Y	GED		6/90
NA	PCC	Dog Groomer	Unemp	10.00	Loan	Self	22	Unknown	Y	GED		12/89
Under 18	PCC	General Labor	Unemp	4.50	Child Supp.	Family/Grant	22		Y	GED		9/92
NA	PCC	Baker	Emp	Varies	Job	Scholarship	Inc	Unknown	Y	GED		Inc
Under 18	AFS	Waitress	Unemp	5.75	Unemp/AFDC	Pell Grant	Inc.	Dropped	Y	GED		Inc
Under 18	Steps	Avon Sales	Emp	Varies	Job/AFDC	Pell Grant	Inc.	Unknown	Y	12		Inc
Under 18	Steps	Sorter	Unemp	5.45	AFDC	Pell Grant	22		N	GED		9/92
NA	WERC	Housekeeping	Emp	4.75	Job	Unknown	Inc.	Dropped	N	Voc		Inc
Under 18	New Dir.	Clerical	Unemp	6.00	AFDC	Pell Grant	Inc	Unknown	Y	GED		Inc
NA	Friend	Landscaping	Unemp	9.00	Unemp/Spou	Self	22		Y	12		3/93

Under 3	Steps	Homemaker	Unemp	0.00	AFDC	Pell Grant	22	Childs Illness	Y	12			3/93
NA	PCC	Electrician	Unemp		Unemployme	Self	Inc.	Never Started	Y	12			Inc
Under 18	Steps	Waitress	Unemp	4.25	AFDC	Pell Grant	22		Y	GED			3/91
NA	Radio	Stocker	Emp	11.60	Job/Family	Self	22		Y	GED			3/93
NA	MEA	Loss Pro.Man.	Emp	7.00	Job		22		Y	Coll			3/91
3(18)1(3)	Steps	Bartender	Unemp	3.50	AFDC	PCC Waived	22		Y	GED			9/92
Under 18	Direction	Real Estate	Unemp	Varied	Spousal Sup	Self	22		Y	12			6/93
NA	Recruiter	Manual Labor	Unemp	6.00	Parents	Self/Pcc	22		Y	12			9/92
Under 18	Steps	Housekeeper	Unemp	5.25	AFDC	Pell Grant	Inc		Y	GED			Inc
NA	Friend	Library Ass.	Emp	7.43	Job/Spouse	Self	22		Y	BA			9/92
Under 18	Steps	General Labor	Unemp	4.75	AFDC	PIC/VocRehab	22		Y	Elem			9/92
Under 18	New Dir.	Waitress	Unemp	3.35	AFDC	Pell Grant	Inc	Unknown	Y	GED			Inc
Under 18	Steps	Ass.Manager	Unemp	5.00	AFDC	Pell Grant	Inc.	Attendance Pro.	Y	GED			Inc
Under 18	TPIC	Unknown	Unknow	NA	Unknown	PCC Waived	22		Y	GED			3/93
NA	Friend	Secretary	Emp	8.25	Job	PCC Waived	22		Y	GED			6/90
NA	Parent	Warehouse	Unemp	5.35	Parents	Parents	22		Y	12			9/92
Under 3	Pamphlet	Loader	Emp	8.00	Job	Self	22		Y	12			3/93
NA	Friend	Teacher	Unemp	8.00	Savings	Self	22		Y	BA			9/92
Under 18	Steps	Childcare	Unemp	6.00	AFDC	Pell Grant	22		Y	Elem			3/93
Under 18	Steps	Unknown	Unemp	Unkno	AFDC	Pell Grant	Inc.	Unknown	Y	12			Inc
NA	Friend	Ass.Manager	Emp	5.75	Job	Self/Grant	22		N	GED			3/93
Under 18	Steps	Homemaker	Unemp	0.00	AFDC	Pell Grant	22	Unknown	N	Elem			9/92
NA	Parent	Fast Food	Emp	5.00	Job/Parents	Self/Grant	22		Y	12			3/93
Under 18	Friend	Teacher Aide	Emp	3.35	Job/Spouse	PCC Waived	22		Y	Coll			6/90
NA	Friend	General Labor	Emp	7.75	Parents	Self/Parents	Inc.	Unknown	Y				Inc
NA	PCC	Database	Emp	10.20	Job	Self	22		Y	Coll			3/91
Under 18	New Dir.	Packaging	Unemp	4.60	AFDC	PCC Waived	22		Y	Voc			6/90
Under 18	PCC	Clerical	Unemp	6.50	AFDC	Pell Grant	Inc.	Unknown	Y	12			Inc
NA	Friend	Packaging	Emp	4.50	Job	PCC Waived	22		Y	12			6/90
Under 18	Newspap	Dishwasher	Unemp	4.30	AFDC	Pell Grant	22		N	Elem			3/91
NA	TPIC	Manual Labor	Unemp	Unkno	AfDC/Job	P.I.C.	Inc.	Pers. Problems	N	Elem			Inc
Under 18	TV	Secretary	Emp	7.00	Job/Spouse	Scholarship	22		Y	GED			12/89
Under 18	New Dir.	Sales	Emp	7.00	Job/Support		22		Y	GED			3/91
Under 18	Steps	Apt.Man. Ass.	Unemp	4.00	AFDC	Pell Grant	22		Y	12			3/92
Under 18	Steps	Clerical	Unemp	4.25	AFDC	Pell Grant	Inc.	Unknown	N	Voc			Inc
2(18)1(3)	Steps	Fast Food	Unemp	5.25	AFDC	Pell Grant	Inc.	Unknown	N	Coll			Inc
NA	Counselo	General Labor	Emp	6.00	Job/Savings	Self	Inc.	Unknown	Y	Coll			Inc
NA	Recruiter	Roofing Asst.	Emp	5.00	Father/Job	Self/Father	Inc.	Early Placement	N	Elem			Inc
Under 18	Workshop	Sales	Emp	5.00	Job/Spouse	Self	22		Y	BA			3/91
Under 18	OHDC	Manual Labor	Emp	5.00	Job/OHDC	OHDC	22		N	Elem			3/93
NA	Friend	Dishwasher	Emp	5.60	Job	PCC Waived	22		N	GED	3.50	No	9/92
Under 18	AFS	Cashier	Unemp	4.10	AFDC	Pell Grant	22		Y	12			6/93

NA	Friend	Manual Labor	Unemp	9.53	Disability	Self	22		N	Elem			3/91
Under 18	AFS	Homemaker	Unemp	0.00	AFDC	Pell Grant	22		N	12			3/91
Under 18	TV	Clerical	Emp	4.25	Job/AFS	Pell Grant	22		Y	12			12/89
2(18),1(3)	Counselo	General Labor	Unemp	6.72	AFDC	Pell Grant	22		Y	12			9/92
NA	Newspap	Machine Oper.	Emp	7.87	Job		Inc.	Never Started	Y	AS			Inc
Under 18	AFS	Clerical	Unemp	5.60	AFDC	Pell Grant	22		Y	12			3/91
Over 18	Friend	Loader	Emp	8.00	Job/AFS	Self/Grant	22		Y	GED			3/93
Under 18	TV	Driver	Emp	5.67	Job/Spouse	Grant/Self	Inc	Unknown	Y	12			Inc
1(18) 1(3)	Newspap	Clerical	Emp	8.00	Job	Pell Grant	22		Y	Coll			12/89
Under 18	New Dir.	Clerical	Emp	8.00	Job/Support	Self	22		Y	BA			3/91
Under 18	Spouse	Janitorial	Emp	8.00	Job	PCC Waived	Inc.	Early Placement	Y	AS			Inc
Under 18	TV	Janitorial	Emp	4.40	Job/Spouse	Pell Grant	Inc	Unknown	Y	Coll			Inc
NA	Counselo	General Labor	Unemp	5.25	Parents	Parents	Inc.	Attendance Pro.	Y	12			Inc
Under 18	Friend	Engineer	Unemp	9.00	Family	Self/Family	22		Y	12			3/93
Under 3	Sister	Unknown	Unemp	0.00	Spouse	PCC Waived	22		Y	GED			6/90
NA	Newspap	Janitorial	Unemp	5.75	AFDC	Pell Grant	22		N	GED			9/92
Under 18	AFS	Housekeeping	Unemp	5.00	AFDC	Pell Grant	22		Y	12			9/92
Under 18	TV News	Consultant	Emp	Varies	AFDC/Job	Pell Grant	22		Y	12			9/92
NA	News	Driver	Emp	6.00	Job	PCC Waived	22		Y	12			6/90
Under 18	PCC	Project Man.	Unemp	11.00	Child Supp.		22		Y	12			3/92
NA	Newspap	General Labor	Emp	5.95	Job	Self/Grant	Inc.	Unknown	Y	12			Inc
Under 18	AFS	Trades	Unemp	6.00	AFDC	Pell Grant	Inc.	Unknown	Y	12			Inc
NA	PCC	Laborer	Emp	6.50	Job	Self	Inc.	Unknown	Y	BA			Inc
Under 3	PCC	Childcare	Emp	Varies	Job/Spouse	Pell Grant	Inc	Money	Y	Coll			Inc
NA	Counselo	General Labor	Unemp	4.00	Parents	PCC Waived	22		Y	12			6/90
Under 18	Friend	Manual Labor	Emp	7.00	Job/JATP	JATP/Self	22		Y	GED			3/93
Under 18	Friend	Clerical	Unemp	7.04	AFDC	Pell Grant	22		Y	Voc			
NA	Friend	Janitorial	Unemp	6.90	SSI	PCC Waived	22		Y	Voc			9/4/92
Under 18	Friend	Driver	Unemp	4.00	Tribal Coun.	Tribal Coun.	22		Y	12	3.17		6/93
NA	Friend	Fast Food	Unemp	4.95	Parents	Parents/FA	Inc.	Unknown	Y	GED			Inc
1(18)2(3)	Friend	Janitorial	Unemp	5.50	Unemployme	Deferred Note	22		Y	12			3/93
Under 3	PCC	Fast Food	Unemp	3.35	AFDC	PCC Waived	22		N	Coll			6/90
NA	TV	Dell Clerk	Emp	5.60	Job		22		Y	12			3/91
Under 18	AFS	Production	Unemp	5.00	AFDC	Mt.Hood C.C.	22		Y	GED			3/92
Under 18	Newspap	Bartender	Emp	5.75	Job	Pell Grant	22		N	Voc			9/92
Under 18	Newspap	Pharmacy Ass.	Emp	10.70	Job/Other	Pell Grant	22	Early Placem.	Y	Coll			9/92
Under 18	New Dir.	Clerical	Unemp	4.50	AFDC	Pell Grant	22		Y	AS			3/91
NA	Friend	Driver	Emp	6.00	Job	Self	22		Y	12			9/92
NA	PCC	Photographer	Emp	13.60	Job	Self	22		Y	AS			3/93
Under 18	Friend	General Labor	Emp	4.75	Job/Savings	O.H.D.C.	22		N	GED	3.91	Yes	9/92
Under 18	Friend	Ship Yards	Unemp	10.00	Unemployment		Inc.	Unknown	N	11			Inc
Under 18	Friend	Homemaker	Unemp	0.00	Child Supp.	PCC Waived	22		Y	GED			6/90

Under 18	TLC	Dancer	Emp	6.00	Job/S.S.	Self	22		Y	GED			3/93
NA	Newspap	Cashier	Emp	5.10	Job	Parents/Grant	22		Y	Coll			9/92
NA	TV	Cashier	Emp	5.75	Job	PCC Waived	22		Y	Coll			6/90
	Newspap	Cashier	Unemp	11.14	Unemployme	Visa	22		Y	GED			9/92
Under 18	AFS	Receptionist	Unemp	8.00	AFDC	Pell Grant	22		N	GED			3/91
Over 18	TV	Grocery Clerk	Emp	11.05	Job/Spouse	PCC Waived	22		Y	Coll			6/90
Under 18	Steps	General labor	Unemp	3.50	AFDC	Pell Grant	Inc.	Personal	N	Elem			Inc
Under 18	AFS	General Labor	Unemp	4.50	AFDC	Pell Grant	22		Y	GED			9/92
Under 18	Lifeskill	General Labor	Unemp	4.75	AFDC		Inc.	Childs Illness	Y	Elem			Inc
NA	Friend	Hairstylist	Emp	Varies	Job	Self/Grant	Inc	FA Denied	Y	Voc			Inc
NA	Parent	Clerical	Unemp	5.00	Parents	Parents/FA	Inc.	Dropped	N	12			Inc
Under 18	TV	Cook	Emp	3.85	Job/Spouse	PCC Waived	22		Y	Voc			6/90
Under 18	TPIC	Homemaker	Unemp	0.00	AFDC	PIC	22		Y	12			3/93
Under 18	Steps	General Labor	Unemp	4.75	AFDC	Pell Grant	22		N	GED			9/92
NA	Friend	Disc Jockey	Emp	12.87	Job/Spouse	Self	Inc.	Dropped	Y	BA			Inc
Under 18	Steps	Homemaker	Unemp	0.00	AFDC	Pell Grant	Inc.	Unknown	Y	GED			Inc
Under 18	Friend	Hairdresser	Emp	Varies	Job	Pell Grant	22		Y	Voc			3/92
Under 18	PCC	General Labor	Unemp	4.75	AFDC/S.S.	Pell Grant	Inc.	Unknown	N	GED			Inc
2(18)2(3)	Advert.	Clerical	Unemp	6.00	AFDC	Pell Grant	22		Y	12			3/92
NA	Friend	Army	Emp	7.00	Military Job	Self	22		Y	12			3/93
NA	PCC	RN	Emp	22.00	Job	Self	22		Y	BA			3/91
Under 3	Friend	Landscaping	Unemp	4.25	PIC/Parents	Pell Grant	Inc.	Dropped	Y	12			Inc
Under 18	Newspap	Woodworker	Unemp	5.25	AFDC	Pell Grant	Inc	Unknown	Y	Elem			Inc
Under 18	Emp.Divis	Laboror	Unemp	Varies	AFDC	Pell Grant	Inc	Unknown	Y	12			
Under 18	PCC	Homecare Aid	Emp	4.94	Job/SS	PCC Waived	22		Y	12			6/90
Under 18	PCC	Operator	Emp	5.00	Job/Spouse	Pell Grant	Inc	Unknown	Y	Tech			Inc
Under 18	Dis.Home	Warehouse	Emp	9.00	Job/SS	PCC Waived	22		Y	12			6/90
Under 18	TV	Tax Preparer	Unemp	12.00	Unemplomen	Pell Grant	Inc	Family Death	Y	Voc			Inc
Under 18	Friend	Deli	Emp	5.25	Job/Support	Pell Grant	22		Y	12			12/89
NA	Friend	General Labor	Unemp	5.00	Parents	Parents	22		Y	Elem	2.21		3/92
Under 18	PCC	Cashier	Unemp	4.75	AFDC	Pell Grant	Inc	Unknown	N	GED			Inc
1(18),1(3)	Friend	Waitress	Emp	4.75	Job	Self	Inc.	Early Placement	Y	Coll			Inc
Under 18	New Dir.	Inspector	Unemp	5.46	AFDC	Pell Grant	Inc.	Unknown	Y	GED			Inc
Under 3	Friend	Manual Labor	Unemp	6.82	None	Pell Grant	Inc.	Unknown	Y	Coll			Inc
NA	Friend	Manual Labor	Emp	9.23	Job	PCC Waived	22		Y	GED			9/92
Under 18	Family	Secretary	Emp	5.00	Job/Spouse	PCC Waived	22		Y	GED			6/90
Under 18	Life Sk.	Homemaker	Unemp	0.00	AFDC	Pell Grant	22		N	Elem			9/92
NA	Friend	Trades	Unemp	12.00	Unemployme	Self/Grant	Inc.	Dropped	Y	12			Inc
Under 3	Friend	General Labor	Unemp	4.10	AFDC	Self/Grant	Inc.	Unknown	N	GED			Inc
Under 3	Unem.Ag	Assembly	Unemp	5.25	Unemployme	PCC Waived	22		Y	12	3.88	Yes	9/92
Under 18	Friend	Cashier	Unemp	6.00	Spouse	Pell Grant	Inc	Unknown	Y	GED			Inc
Under 18	Pamphlet	Waitress	Unemp	3.50	Family Loan	Pell Grant	Inc	Unknown	N	GED			Inc

NA	TV	Warehouse	Emp	6.00	Job/Loan	PCC Waived	22		Y	BA	6/90
3(18)1(3)	New Dir.	Janitorial	Unemp	4.75	AFDC	PCC Waived	22		Y	GED	6/90
Under 3	PCC	Sales	Emp	Varies	Job/Spouse	Self	22		Y	12	3/91
Under 18	TPIC	Detailer	Emp	6.00	Job/PIC	PIC	inc.	Unknown	Y	12	inc
NA	Brochure	Jewlery Prod.	Emp	6.25	Job	PCC Waived	22		Y	Voc	6/90
Under 18	EmpOffic	Tax Preparer	Emp	4.50	Job/Spouse	Self	22		Y	BA	3/91
Under 18	AFS	Teacher Aide	Unemp	6.00	AFDC	Steps/Grant	Inc	Personal	N	GED	Inc
NA	Friend	Nurses Aide	Emp	6.72	Job	Pell Grant	22		Y	GED	12/89
Under 18	TV	Waitress	Emp	4.00	Job/Family	Pell Grant	Inc	Unknown	Y	GED	Inc
Under 18	Steps	Waitress	Unemp	4.25	AFDC	Pell Grant	22		N	GED	3/92
NA	Brochure	Ass.Manager	Emp	6.50	Job/Parent		22		Y	12	3/91
Under 18	Family	Admin. Assis.	Emp	9.31	Job	PCC Waived	22		Y	Coll	6/90
NA	PCC	Clerical	Emp	7.00	Job	Self	Inc.	Unknown	Y	BA	Inc
Under 18	Steps	Waitress	Unemp	4.25	AFDC		Inc	Left Area	Y	GED	inc
NA	Friend	Clerical	Emp	7.32	Job	Self	Inc.	Unknown	Y	Coll	inc
NA	Newspap	Manual Labor	Unemp	5.25	Custodians	Pell Grant	22		Y	12	9/92
NA	Counselo	Homecare	Unemp	Unkno	Loan/Friend	Visa	Inc.	Unknown	Y	BA	Inc
NA	PCC	Collector	Emp	5.00	Job	PCC Waived	22		Y	BA	6/90
Under 18	New Dir.	Housekeeper	Emp	10.00	Job/Support		22		Y	Coll	3/91
3(18),1(3)	Spouse	Prod.Superv.	Emp	8.50	Job		Inc.	Financial Prob.	Y	GED	inc
Under 3	Pro.Indep	Cashier	Unemp	3.80	AFDC	Pell Grant	22		Y	12	3/91
Under 18	Steps	Clerical	Unemp	5.00	AFDC	Self/Grant	Inc.	Medical	N	12	inc
Under 18	TV	Machinest	Unemp	9.20	AFDC	Pell Grant	22		N	Elem	3/91
NA	Friend	Waitress	Emp	4.25	Job	Self/Grant	22		N	12	3/91
NA	Friend	Service Cord.	Unemp	12.00	Family	Self/Family	22		Y	12	3/93
NA	PCC	Clerical	Emp	6.00	Job/Spouse	Scholarship	22		Y	BA	12/89
Under 18	New Dir.	Marketing	Emp	10.00	Job/Loan	Unknown	22		Y	AS	9/92
Under 18	Pro.Indep	Caregiver	Emp	5.00	Job/Support	Pell Grant	Inc	Unknown	N	GED	inc
NA	Newspap	Dental Hyg.	Emp	15.62	Job/Loan	PCC Waived	22		Y	AS	6/90
NA	Friend	Engineer Aid	Unemp	6.22	Job		22		Y	GED	3/91
NA	Friend	Housekeeper	Emp	3.50	Job	Pell Grant	22		Y	BA	6/90
Under 18	PCC	Self	Emp	Varies	Job/Spouse	Pell Grant	22		Y	GED	6/90
NA	Counselo	General Labor	Unemp	5.00	Parents	Parents	22		Y		9/92
NA	Friend	Furniture Ref	Emp	Varies	Job	Self/Grant	22		Y	Coll	3/91
Under 18	Radio	Assembly	Emp	5.00	AFDC/Job	Pell Grant	22		Y	GED	3/93
NA	Friend	Food Service	Emp	7.97	Job	Pell Grant	22		Y	AS	3/92
Under 18	PCC	Supervisor	Unemp	5.50	Spouse	PCC Waived	22		Y	GED	6/90
NA	Parent	Warehouse	Emp	5.00	Job/Parents	Parents	22		Y	GED	3/91
Under 18	Newspap	Order Entry	Emp	5.50	Job/Spouse	Self	22		Y	AS	3/91
Under 18	Steps	Store Manager	Unemp	7.50	AFDC	Steps/Grant	22		Y	12	3/92
Under 18	Friend	Manual Labor	Emp	14.00	Job	P.I.C.	Inc.	Early Placement	Y	12	3/93
Under 18	Friend	General Labor	Unemp			Self	22		Y	Coll	Inc

Under 18	Newspap	Installer	Emp	Varies	Job/Spouse	Pell Grant	22		Y	12			12/89
NA	TPIC	Manual Labor	Unemp	5.00	P.I.C.	P.I.C.	22		N				9/92
Under 18	AFS	Homemaker	Unemp	0.00	AFDC	Pell Grant	22		Y	GED			3/93
NA	Friend	Manual Labor	Unemp	4.75	Grandparent	Grandparent	Inc.	Unknown	Y	GED			Inc
NA	Dis.Home	Housekeeper	Emp	Unkno	Job/Family	Pell Grant	22		Y	Coll			6/90
NA	TV News	General Labor	Emp	6.00	Job	Visa	22		Y	Tech			9/92
NA	PCC	Manual Labor	Emp	4.75	Job	PCC Waived	22		Y	BA			6/90
Under 18	Steps	Laboror	Unemp	6.50	AFDC	Pell Grant	22		Y	GED			3/91
Under 18	PCC	Counselor	Emp	3.35	Job/AFDC	Pell Grant	22		N	Coll			12/89
Under 18	Friend	Janitorial	Emp	5.00	Job/Spouse	Self	22		Y	12			3/93
Under 18	TV	Clerical	Unemp	7.59	AFDC	Self/Grant	22		Y	12			9/92
Under 18	Friend	Homemaker	Unemp	0.00	AFDC	Pell Grant	22		Y	GED			9/92
NA	Friend	Bus Person	Emp	4.00	Job	PCC Waived	22		N	12			Inc
Under 18	Friend	Homemaker	Unemp	0.00	Alimony	Scholarship	22	Medical	Y	12			Inc
Under 18	Friend	Landscaping	Emp	5.50	Job/Support	Pell Grant	22		Y	AS			12/89
NA	PCC	Driver	Emp	7.00	Job	Pell Grant	22		Y	12			3/93
Under 18	AFS	Child Care	Unemp	5.00	AFDC	Pell Grant	22		N	12			3/92
Under 3	Life Sk.	Warehouse	Unemp	6.19	AFDC	Pell Grant	22		Y	12			9/92
Under 18	Newspap	Manual Labor	Emp	9.00	Job	Self	22		Y	GED			6/93
NA	Sister	Warehouse	Emp	5.00	Job	Self	Inc.	Unknown	Y	12			Inc
Under 3	Steps	Manual Labor	Unemp	5.40	AFDC	Pell Grant	22		N	Voc			9/92
Under 18	AFS	Lead Operator	Unemp	6.75	AFDC	Pell Grant	22		Y	Coll			3/91
NA	Jennice	Sales	Emp	15.00	Job	Self	22		Y	BA			9/92
NA	Newspap	Fast Food	Emp	3.50	Job/Parents	Pell Grant	22		Y	12			12/89
NA	TPIC	None	Unemp	0.00	PIC/Family	PIC	22		Y	12			3/93
NA	Friend	Clerical	Emp	5.50	Job	Pell Grant	22		Y	Coll			12/89
7	Sylvia	General Labor	Unemp	7.50	AFDC/Unemp	PCC Waived	22		Y	12	3.56	Yes	9/92
Under 18	Metro	Quality Assur	Emp	10.41	Job	PCC Waived	22		Y	GED			6/90
NA	Newspap	Instructor	Unemp	9.00	Public Ass.	Scholarship	22		Y	BA			12/89
NA	PCC	Support Spec.	Emp	5.75	Job/Loan	Pell Grant	22		Y	Coll			3/91
Under 18	Newspap	Manual Labor	Emp	5.85	Job/Veterans	Unpaid	Inc.	Financial Prob.		Voc			Inc
NA	Catalog	General Labor	Unemp	8.00	IRA/Roomate	Self/Grant	22		Y	Voc			3/93
NA	PCC	Comm. Fishin	Unemp	Varies	Savings		22		Y	BA			3/91
Under 18	Newspap	Admitting Sp.	Emp	10.91	Job	PCC Waived	22		Y	12			6/90
Under 18	Newspap	Coordinator	Emp	7.00	Job	Pell Grant	22		Y	Coll			12/89
Under 3	Sister	None	Unemp	0.00	Ex-Husband	Self	Inc.	Unknown	Y	GED			Inc
NA	Friend	Manual Labor	Unemp	7.75	None	PCC Waived	22		N	Elem/6th	3.19	No	9/92
Under 18	AFS	C.N.A	Unemp	6.50	AFDC	Pell Grant	Inc.	Childcare Prob.	N	Voc			Inc
Under 18	Sister	Clerical	Unemp	6.75	Unemployme	Self	Inc.	Medical	Y	GED			3/93
NA	PCC	Cook	Emp	7.01	Job	PCC Waived	22		Y	Coll			6/90
1(18)2(3)	Newspap	Meter Reader	Unemp	11.60	Spouse	Pell Grant	Inc		Y	Voc			Inc
Under 18	TV	Stock Trader	Unemp	Unkno	Unemp/Spou	Scholarship	22		Y	Coll			12/89

Under 18	TPIC	Production	Unemp	15.52	Unemployme	PIC	22		Y	Voc	3/93
NA	Friend	Manager	Emp	7.50	Job	PCC Waived	22		Y	Coll	6/90
Under 18	TV	Sales	Emp	Varies	Job/Support	Scholarship	22		Y	AS	12/89
Under 18	AFS	Craftsperson	Emp	Varies	AFDC	AFS/Grant	22		Y	12	3/91
NA	Friend	Manual Labor	Emp	4.50	Job	Pell Grant	22	Apprenticship	Y	Coll	12/89
Under 18	Friend	Caregiver	Unemp	3.25	Alimony	Scholarship	22		Y	BA	12/89
Under 18	Newspap	MURI	Emp	7.36	Job	PCC Waived	22		Y	Coll	6/90
NA	PCC	None	Unemp	0.00	Parents	Parents/Grant	22		Y	12	3/93
NA	TV	Courier	Emp	5.00	Job	PCC Waived	22		Y	AS	6/90
Under 3	Friend	Manual Labor	Unemp	7.00	Parent		Inc.	Other Training	N	12	Inc
NA	Newspap	Tektronix	Emp	10.25	Job	Self	Inc.	Unknown	Y	12	Inc
NA	PCC	Secretary	Unemp	8.41	Spouse	Dept.Of Labor	22		Y	Coll	3/91
NA	Steps	Lead Cook	Unemp	7.00	Unemployment		Inc	FA Denied	Y	AS	Inc
Under 18	Steps	Cook/Aide	Emp	5.35	Job/AFDC	Pell Grant	22		Y	12	3/93
NA	PCC	RN	Emp	15.40	Job/Spouse	Self	22		Y	AS	3/91
NA	PCC	General Labor	Emp	5.70	Job	Self	Inc.	Unknown	Y	12	Inc
Under 18	Newspap	Clerical	Emp	7.52	Job	PCC Waived	22		Y	BA	6/90
NA	Friend	General Labor	Emp	10.00	Job	PCC Waived	22		Y	BA	6/90
Under 18	Friend	General Labor	Unemp	Unkno	Unknown	Self	Inc.	Personal	N	Coll	Inc
Under 18	WIT	General Labor	Unemp	4.75	AFDC	Pell Grant	22		Y	12	3/92
Under 18	New Dire	Assembly	Emp	5.45	Job	Self/Grant	Inc.	Unknown	Y	GED	Inc

POST-TRAINING EMPLOYMENT STATUS

NAME EMPLOYER	JOB TITLE	START WAGE
Unknown		
Unknown(New York)		
Unable to Contact		
Unemployed		
Unknown		
PCC	Tool Room Tech	9.41
SMR Network	Cable Installer	11.00
Unemployed		
Unknown		
Unknown		
Self-employed	Carpenter	10.00
West Coast Painting	Painter Appr	7.50
	Waitress/EMT	6/10
Unknown		
Self-employed	Laminate Installer	
Unknown		
Unknown		
	Landscaping	7.00
	Landscaping	14.00
NEC	Inspector	7.50
Unavailable		
Unavailable		
Unknown		
Unable to Contact		
Self-employed	Bids Contracts	10.00
Unable to Contact		
Unavailable		
Power Rents	Equip Oper	9.50
	Carpenter Apprent.	6.75
Unknown		
Unknown		
	Secretary	
Unavailable		
Unknown		
Unavailable		

Unknown		
Tualatin Electric	Electrical Appren.	9.00
Benge Construction	Equip Oper	20.25
	Electrical Appren.	
	Taper Ap	
	Electrical Appren.	
Moved to Calif.		
Unknown		
PP&L	Meter Reader	7.53
Metro Home Maint.	Laborer	6.00
Metro Home Maint	Laborer	6.00
Unknown		
Unknown		
Gilmore Research	Sales	5.75
St. Vincent's Hosp	Maint	11.50
	Full Time Student	
Shipyards	Welder	8.00
Unknown		
	Warehouse	7.00
	Janitorial	6.50
WCI Lighting	Util Worker Appr	9.50
Washington County	Util Worker	10.00
	Deck Hand	12.00
	Nurses Aide	4.75
BPA	Electrical Appren.	10.00
	Laboror	7.00
Unknown		
Supply House	Warehouseman	9.00
Unknown		
Diamond Cabinets	Cab Maker	7.50
Student/GED		
Alcoa Alum	Furnace Oper	11.50
Unavailable		
Self-employed	Home Repair	10.00
ODOT	HWY Work	8.00
	Electrical Appren.	7.50
Unavailable	Housewife	
	Student	
Out of the Country		
Unknown		
NW Natural Gas	Util Worker	9.08
Unavailable		

Unknown		
Tyson Electric	Electrical Appren.	7.50
	Auto Maintenance	
Armour	Meat Packer	7.50
	Gm Eng Repair	7.00
	Waiter	7.00
Unknown		
Unemployed		
Full Time Student		
	Millwright	13.52
Unemployed		
Unknown		
Unable to Contact		
Waste Management	Plumber Apprentice	10.00
(Calif.)	Electr Appr	
Self-employed	Carpenters Assts.	10.00
Unknown		
Self-employed	Carpenter Appren.	
Unknown		
	Carpenter Appren.	7.15
Unknown		
Unknown		
Unknown		
Self-employed	Ranch HAND	
	Flagger	9.00
Tualatin Electric	Electrical Appren.	12.00
Unknown		
Unknown		
Unknown		
Edge Concrete	Former	6.50
Unknown		
Unemployed		
	Longshore Person	15.00
	Kennel Mgr	
	Taper Apprentice	
Unavailable		
(AGC Pool)	Laborer	8.00
Unknown		
Justice Center	Cook	5.00
	Welder Assistant	6.75
Unavailable		
Tualatin Electric	Electrical Appren.	7.50

Unemployed		
Unknown		
Unknown		
Safeway	Stocker	9.00
Unknown		
	Flagger/Plumber Ap	7.50
	Elec Appr	
	Food Service	6.50
Unknown		
Unable to Contact		
Unable to Contact		
	Laboror	9.00
Unknown		
	Unemployed	
Unemployed		
Unable to Contact		
Platt Electrical	Stocker	8.00
	Electrical Appren.	10.00
Washington County	Util Worker	10.00
Unknown		
Pacif.Power&Light	Meter Reader	7.53
	Laboror	
Labor Force	Drywaller	6.75
	Appren/Dispatch	7.50
	Student	
Unknown		
	Student	
Unknown		
	Laboror	7.00
Unknown		
Unknown		
	Electrical Journey	16.10
Unknown		
Unable to Contact		
Unknown		
Unknown		
Unknown		
Metro Home Maint	Laborer	6.00
Unknown		
	Warehouseman	7.50
	Student	
Unemployed		

Unknown		
Unknown		
	Tapers Apprentice	7.50
Ross Brothers	Millwright Appren.	14.01
Unknown		
Unknown		
UPS	Maintenance	9.25
	Elec Appr	6.50
Unknown		
US Post Office	Carrier	11.40
Unknown		
Unknown		
	Carpenter Appren.	
	Electrical Appren.	9.00
Unemployed		
	Dispatch Operator	10.41
Unemployed		
	Siding Installer	7.00
	Construction	8.50
Unknown		
Unknown		
Unknown		
Unknown		
	Flagger	8.00
West Coast Building	Cement Mason	8.50
	Carpenter Appren.	8.00
Self-employed	Daycare Provider	
(AGC Pool)	Laboror	7.25
Taco Bell	Server	4.75
OHSU	Maintenance	7.00
Unknown		
Unknown		
Unable to Contact		
Unable to Contact		
Self-employed	Job Site Clean-up	
Unknown		
Unable to Contact		
Sears/UPS	Mechanic/Driver	6/10
	Cannery Worker	6.00
Precision Paint	Car Detailer	6.50
	Siding Inst Trainee	6.00

Millard Constr	Carpenter	9.00
Burger King	Food Server	4.75
	Millwright Appr	19.00
	Electrical Appren.	7.50
Unknown		
	Elec Appr	12.00
Unknown		
Unemployed		
Unknown		
Tri-Met	Driver	10.41
Fred Meyer	Food Handler	4.75
	Carpenter Appren.	
Self-employed	Carpen Appr	7.50
	Carpenter Appren.	6.00
Unemployed		
Unknown		
	Plumber Apprentice	7.00
Unknown		
Unable to Contact		
	Electrical Appren.	6.90
Unknown		
Unemployed		
	Elec Appr	11.50
Unknown		
	Laborer	14.00
Unemployed		
	Elec Appr	7.50
(AGC Pool)	Laborer	9.00
	Clerk	7.00
	Student	
Unknown		
	Tile Setters Appr.	
Unknown		
Unknown		
Self-employed	Landscaping	9.00
Unknown		
	Student	
	Electrical Appren.	7.49
Unknown		
Tualatin Electric	Elec Appr	7.50
	Carp Appr	7.50
Unknown		

	Laborer	6.50
	Welder Trainee	6.50
(Calif)	Elec Appr	
Unable to Contact		
~~Alexis Hotel~~	~~Maintenance~~	~~7.50~~
Unknown		
Lady Hawk Constr	Laborer	5.75
	Carpenter Appren.	6.72
Unknown		
Unable to Contact		
Unknown		
	Siding Installer	7.00
Unknown		
Unknown		
Unknown		
Unable to Contact		
Unknown		
	Elec Appr	7.50
Unknown		
Unable to Contact		
Unknown		
Unknown		
Unknown		
Unknown		
Tualatin Supply	Stocker	7.00
Neil Kelly	Intern	
(Arizona)	Steam Fitter Appr.	
	Oper Engr Appr	14.00
	Hygienist	23.00
Unknown		
	Electrical Appren.	7.00
	Electrical Appren.	7.00
Evergreen Utility	Util Worker	9.00
Unknown		
Ross Constr	Equip Oper	10.50
Unable to Contact		
	Student	
Unknown		
Unknown		
	Carpenter Appren.	10.50
Precision Paint	Car Detailer	6.50
Timberline Framing	Framer	11.50

	Electrical Appren.	11.00
Tacoma Plumbing	Plumber Apprentice	8.00
Washington County	Util Worker	10.00
Unknown		
	Manufacturing	7.50
Best Western	Maintenance	5.75
	Laboror	7.00
Unknown		
Webb Auto Body	Equip Oper	5.75
	Plumb Appr	8.50
	Electrical Appren.	
	Welder	7.40
	Waitress	4.00
Unknown		
	Casual Labor Job	8.00
Jerome Electrical	Electrical Appren.	7.50
Unknown		
Diamond Cabinets	Cab Mkr Supvr	
	Laborer	8.00
	Electrical Appren.	6.50
	Punch Press Oper.	6.00
Unknown		
Tri-Met	Maintenance	10.11
	Lumber Yard Clerk	6.50
Washington County	Util Worker	10.00
	Laboror	7.00
	Electrical Appren.	9.11
PCC	Recruitor	15.10
	Sheet Metal Appren	9.50
Unknown		
Self-employed	Mechanic	
	Student	
Unknown		
Student	HVAC Scholarship	
	Equip Oper	7.50
Unknown		
	Landscaping	10.00
Unknown		
	Maintenance	6.75
	Framer	8.00
	Electrical Appren.	8.50
	Landscape/Commer.	9.00

Housing Authority	Maintenance	7.00
	Carpenter Appren.	6.50
	Property Manag.	7.50
Unknown		
	Steam Fitters App.	7.00
	Student	
Unknown		
	Flagger	
	Ironworker Appren.	9.40
Unknown		
Unknown		
Unknown		
	Flagger	7.00
Washington County	Util Worker	10.00
Unable to Contact		
Safeway	Stocker	7.00
	Electrical	7.92
	Laboror	9.00
Unknown		
Unknown		
Unknown		